

CAUT external review: are we ready for the 1990s?

by Helen Baxter
Bulletin editor

This year, for the first time in its 35-year history, CAUT will undergo an extensive in-depth external review of its aims, operations and financing.

A three-person external review committee, headed by Dr. Charles Bigelow, Dean of Science at the University of Manitoba, will begin a cross-Canada series of meetings this fall in an effort to garner the views of the CAUT membership as to the shape and direction the association should take.

Dr. Bigelow will be assisted in his task by Sylvia Gold, President of the Canadian Advisory Council on the Status of Women and Paul Siren, recently retired General Secretary of the Association of

Canadian Television and Radio Artists (ACTRA).

The committee was created by the CAUT Council at its annual meeting in May. It has been given a broad mandate by Council to review and, where necessary, make recommendations concerning changes to the Association. The areas under review will include:

- the objectives of the Association;
- the organizational structure of the Association;
- the relationship between the Association, member provincial associations and member local associations;
- a fee structure and voting procedures that will facilitate the achievement of the Association's objectives.

Beyond these broad guidelines, the committee has been

given "carte blanche" to look into any aspects of the national association they feel are appropriate and to make recommendations.

The committee is to complete its review and submit its report to the CAUT Board by February 1987.

The Council has approved a budget of up to \$75,000 for the review.

CAUT President Allan Sharp says he is "excited by the calibre" of the review committee. Together, its members offer a broad range of experience and expertise in both university and association affairs and all have held or hold top posts in influential Canadian associations.

Charles Bigelow, As head of the committee, Dr. Bigelow brings high credentials to the job ahead,



Paul Siren



Sylvia Gold



Charles Bigelow

with his long and varied career within the Canadian university community, and as a former president of CAUT in the 1970s.

Dr. Bigelow was educated at the Royal Military College of Canada, University of Toronto and McMaster University, where he obtained a Ph.D. in (physical) chemistry in 1957. He has held professorships at a range of

Canadian universities including Alberta, the University of Western Ontario, Memorial, St. Mary's and Manitoba where he has served as Dean of Science and Professor of Chemistry since 1979. Over the years, he has served on numerous university committees and has been elected to the senate and board of governors of several universities. Dr. Bigelow has been active

in many technical and scientific organizations in Canada including the Medical Research Council, the Canadian Biochemical Society, the Chemical Institute of Canada, and the Natural Sciences and Engineering Research Council.

Sylvia Gold
Ms. Gold has been involved
See CAUT REVIEW/5

Court rules president's tenure decision invalid

by Donald C. Savage
CAUT Executive Secretary

A Nova Scotia Supreme Court judge has quashed a tenure decision by a former Mount Saint Vincent University president and negated the university's tenure review procedure.

In a ruling handed down in



Margaret Fulton

June, Mr. Justice R. MacLeod Rogers found that President Margaret E. Fulton's decision was invalid because "...the process set out in the Faculty Manual for tenure review...is such as to raise a reasonable apprehension of bias." He further negated the tenure review procedure which had allowed for President Fulton's action.

The case was initiated and partially financed by CAUT. The costs to date have been about \$10,000.

In another case, at the University of Calgary, the Court of Queen's Bench of Alberta issued a writ of certiorari quashing the decision of a department committee not to appoint Professor Alexandra Vinogradov to a position in the Department of Civil Engineering. The court also issued a writ of mandamus requiring the University to initiate a new procedure to fill the position. CAUT has told the university that it will

assist the professor in question financially if there is an appeal by the University.

Dr. Antoinette Thomas was denied tenure at Mount St. Vincent University through a procedure that is advisory to the President. She appealed the decision of the President to an ad hoc appeals committee, which is the structure sanctioned by the faculty manual. The President attended the committee meetings. The Judge reported that "Dr. Fulton maintains in viva voce evidence...that she conceived her role at the Ad Hoc Appeal as one of listener and observer. She says that she wanted to know if the hearings would reveal any facts with respect to Dr. Thomas' application for tenure that were not disclosed in the files. Yet she admits to answering questions as a witness, although she says that they were questions more theoretical and broad than

See DECISION/6

Les tribunaux cassent la décision d'un recteur

par Donald C. Savage
Secrétaire général
de l'ACPU

Un juge de la Cour suprême de la Nouvelle-Écosse a cassé la décision d'un ancien recteur de l'Université Mount Saint Vincent relative à l'octroi de la permanence et a annulé les procédures d'évaluation de la permanence en vigueur à cette université.

Dans un jugement rendu en juin dernier, le juge R. MacLeod Rogers a déclaré que la décision du recteur Margaret E. Fulton était nulle parce que les procédures d'évaluation de la permanence énon-

cées dans le Guide des professeurs pouvaient soulever des craintes raisonnables de partialité. Il a ensuite annulé les procédures d'évaluation de la permanence qui ont permis au recteur de prendre sa décision.

La cause avait été portée en justice et en partie financée par l'ACPU. Jusqu'ici, l'affaire a coûté environ 10 000 \$.

Dans une autre affaire mettant en cause l'Université de l'Alberta, la Cour du banc de la Reine de l'Alberta a émis un bref de certiorari cassant la décision d'un comité départemental de ne pas nommer le

professeur Alexandra Vinogradov à un poste au département de génie civil. La Cour a également émis un bref de mandamus qui exige que l'université élabore de nouvelles procédures pour pourvoir au poste. L'ACPU a fait savoir à l'université qu'elle aiderait financièrement le professeur s'il y avait appel de la décision.

Mme Antoinette Thomas s'est vu refuser la permanence à l'Université Mount St. Vincent par le biais d'un comité dont le rôle était de formuler des recommandations au recteur. Elle porta en appel la

Voir JUGEMENT/6



Dès cet automne: un comité chargé d'examiner l'ACPU

par Helen Baxter
Rédactrice du Bulletin

Cette année, pour la première fois au cours de ses 35 ans d'existence, il se fera un examen en profondeur et poussé des buts, des opérations et du financement de l'ACPU.

Un comité d'examen externe de trois membres, dirigé par M. Charles Bigelow, doyen des Sciences à l'Université de la Manitoba, va commencer cet automne une série de réunions tenues dans tout le Canada afin de recueillir les vues des membres de l'ACPU sur la forme que devrait revêtir l'orientation que devrait prendre l'Association.

M. Bigelow sera secondé dans sa tâche par Mad. Sylvia Gold, présidente du Conseil consultatif canadien de la situation de la femme, et M. Paul Siren, secrétaire général récemment retiré de l'ACTRA.

Le Conseil de l'ACPU a établi le comité à sa réunion annuelle, en mai. Il a reçu du Conseil un vaste mandat le chargeant d'examiner l'Association et, au besoin, de formuler des recommandations quant aux modifications à y apporter. Les points examinés comprendront les suivants:

- les associations provinciales membres et les associations locales membres;
- régime de cotisation et procédure de votation de nature à faciliter la réalisation des objectifs de l'Association.

Outre ces grandes lignes directrices, le comité a carte blanche pour ce qui est d'examiner tous éléments de l'Association nationale qu'il juge à propos et de formuler des recommandations à leur sujet.

Voir EXAMEN/5

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CAUT comments/Commentaires de l'ACPU

The federal government has announced its new policy on matched funds for the federal granting councils. This is the policy whereby Ottawa will match grants given by the private sector to an amount of \$369.2 million by 1991.

First the good news about this. The Tories listened to the lobbying of CAUT and other university groups and substantially modified their original proposal. In particular they accepted four ideas strongly urged on the Finance Department by CAUT, namely that all grants from the private sector need not be channelled through the councils but that direct grants to the universities will produce matching funds for the councils. Secondly, subject to certain safeguards, gifts in kind will be counted and will generate matching funds. Thirdly, the definition of the private sector has been enlarged to include individuals, charities and non-profit organizations. This latter is particularly important to the Medical Research Council. Finally, unconditional as well as targeted donations are allowed.

Nothing could more clearly demonstrate the value of lobbying. Without it we would have been stuck with a completely unworkable scheme. There still remain some bureaucratic and definitional problems. CAUT will be making representations about these both to the government and

to the research councils. But the councils and the university community must develop the details so that the scheme can actually begin to operate. The government is to be congratulated on listening.

Now, the bad news. The tax situation in regard to donations still makes the humanities and social sciences second class citizens.

But, most importantly, the government has chosen to cut the base budgets of the Councils for 1987-88 and then freeze them until 1991 which effectively means a further cut by the amount of inflation. In other words, part of the scheme seems designed to offload the normal financial responsibilities of Ottawa in this area. This is unlikely to be attractive to donors who will find themselves not contributing their charitable dollars to science, but rather to helping the Tories reduce the deficit. Where this has been tried elsewhere, it tends to have a damaging effect on giving.

We must, therefore, lead a crusade over the next two years of the government's mandate to raise the base. We must remind the government of the proposed five year plans to which they have never responded in public. Now is the time to do it. The government is more concerned about every vote in the country than it was in 1984. The next federal election is only two years away. (See also page 11.)

by/par Allan Sharp

Le gouvernement fédéral a rendu public sa nouvelle politique de participation équivalente pour les conseils subventionnaires. Par le biais de ce programme, le gouvernement fédéral versera aux conseils, d'ici 1991, des subventions équivalentes à celles du secteur privé jusqu'à concurrence de 369,2 millions de dollars.

Passons d'abord aux bonnes nouvelles. Le gouvernement conservateur a écouté les pressions de l'ACPU et d'autres groupes universitaires et a considérablement modifié son projet original. Il a notamment accepté quatre propositions que l'ACPU avait vivement recommandées au ministère des Finances. D'abord, les conseils ne canaliseront plus toutes les subventions du secteur privé qui seront plutôt versées directement aux universités. Les conseils disposeront quant même de fonds équivalents. En deuxième lieu, sous réserve de certaines garanties, on tiendra compte des dons en espèces qui engendreront des subventions équivalentes. Troisièmement, la définition du secteur privé a été élargie et comprend les particuliers, les organismes de charité et à but non lucratif. Cette initiative est particulièrement importante pour le Conseil de recherches médicales. Enfin, les dons inconditionnels et les contributions orientées seront permis.

Rien ne pouvait mieux prouver la valeur du lobbying. N'eût été de nos pressions, nous aurions dû composer avec un programme tout à fait impraticable. Toutefois, certains problèmes de bureaucratie et de

définition demeurent. Les conseils et le milieu universitaire doivent se pencher sur les détails pour pouvoir mettre le programme en oeuvre. Il faut féliciter le gouvernement d'avoir prêté l'oreille.

Cependant, il n'y a pas que de bonnes nouvelles. En effet, du point de vue fiscal, les sciences humaines et sociales sont encore considérées comme des citoyens de deuxième classe.

Chose encore plus importante, le gouvernement a choisi de réduire les budgets de base des conseils pour 1987-1988 et de les stabiliser jusqu'en 1991. Il s'agit là, en fait, d'une réduction supplémentaire égale à l'inflation. Bref, une partie du programme semble servir à décharger le gouvernement fédéral de ses responsabilités financières normales dans ce secteur. Les donateurs ne seront vraisemblablement pas attirés car leurs contributions ne serviront pas à financer la science mais à réduire le déficit des Conservateurs. Là où l'on a procédé de cette façon auparavant, cela a eu pour effet de faire fuir les contributions.

Par conséquent, nous devons, au cours des deux prochaines années du mandat du gouvernement, mener une campagne en faveur d'une hausse du budget de base. Nous devons rappeler au gouvernement les projets de plans quinquennaux auxquels il n'a jamais répondu publiquement. Il est maintenant temps de le faire. Le gouvernement se précipite plus qu'en 1984 des votes qu'il doit gagner. Il ne reste plus que deux ans avant les prochaines élections fédérales. (Voir la page 12.)

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Censured Administrations

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censored administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censored university; not to accept invitations to speak or attend academic conferences at a censored university; and not to accept any distinction or honour that might be offered by a censored administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin. CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censored universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censored university and to persuade the censored administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure: President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents was unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

À la rédactrice/To the editor

Two-sided affair

In response to the letter by Michael P. Carroll replying to my criticism of his previous letter, Carroll should note that Amnesty International prisoners of conscience lists are at any time subject to change. Once a person is so listed, it does not mean that he or she is destined to remain in prison indefinitely. The figures in the Amnesty International Annual Report are subject to this factor. I do not doubt that Palestinian academics have been imprisoned in Israel.

Carroll's claim that he did not post a "conspiracy" is accepted, but he should re-read his original letter to understand why his phrasing could lead others to this conclusion.

Now to Carroll's assertion that the Jewish National Fund policy of not selling or renting land to non-Jews is racist and consequently Israel and Zionism are racist: this is pure balderdash, based on ig-

norance or convoluted thinking.

Any religious, benevolent, social or other such organization in Canada as well as in Israel is free to purchase land for the exclusive use of its people. That the Jewish National Fund has been lawfully purchasing land for Jewish settlement in the Holy Land since the time of Ottoman Empire is a tribute to its success. Far from being racist it is exemplary. There has been nothing to stop Arab Palestinian leadership from copying this and establishing a Palestinian land trust with the countless millions they have received to wage war, to lawfully buy land in Lebanon, Syria, and Jordan to at least temporarily resettle their people. Indeed, they would also have had enough left over to begin purchasing land in Israel on the open market and to probably provide every Palestinian Arab with a secure livelihood and graduate education for their children.

And it is still not too late to try this procedure rather than continuing a fruitless war of attrition that has backfired on them.

Finally, let me reiterate that justice is a two-sided affair in the Israel-Palestinian dispute. Until we stop damning all one side or the other and help to work for an honorable peace in that region we serve no one's interest. I invite Carroll to personally contact me and join forces to re-think and develop ideas that might be acceptable to the factions in the Middle East. Two individuals who honestly differ can be a potent force to seek mutually acceptable alternatives that might lead to peace.

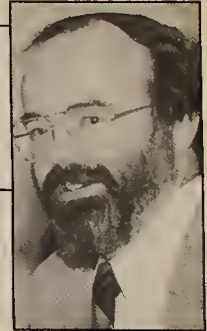
Joseph M. Kirman
Faculty of Education,
University of Alberta

"but you're in town"

What follows is the sad saga of a sabbatical — to be read
See EDITOR/4

President's message/ Le mot du président

by/
par Allan Sharp



I heard an after dinner speech not long ago which blamed the present fragile state of our universities on a collective middle age crisis. Middle age can be a painful time. Gone is the boundless enthusiasm, the confidence to strive for the ideal, the absolute certainty that we can make the world a better place. In their place comes a certain pragmatism and cynicism born of too much experience with the so called real world. Somehow our accomplishments dissatisfy us because they fall short of our youthful dreams. We make unreasonable demands on ourselves in an attempt to recapture remembered glories, and blame ourselves when we fail to meet them. All of this happens, it was said, because we must confront the realities of our world and our limitations, whereas the image we are chasing was constructed in a world

of youthful imagination.

I couldn't help but wonder if the same could be said of CAUT as we enter our 36th year. All the elements for self doubt are there. Underfunding is reaching crisis proportions. Greatly increased teaching loads put pressure on available research time. A generation of young scholars is underemployed. The budgets of the granting councils have been frozen. Some government members continue to believe that knowledge and its creators can be imported from elsewhere. Women academics continue to experience difficulty in establishing their careers. It can often seem that no one "out there" understands our academic ideals and aspirations, let alone values them. And, to all of that, we add the pain of a separation, as the Association of Academic Staff of the University of Alberta leaves

CAUT. It would be so easy to throw up our hands in disgust and despair. But we must not. A strong and united voice for faculty has never been more necessary.

"A strong and united voice for faculty has never been more necessary."

If we allow ourselves to get caught up in our middle age crisis, we might forget the trials of our youth, which we survived and from which we have drawn renewed strength. We might forget, for example, the turmoil of the early 1970's when the francophone universities of Quebec left CAUT. We survived, we learned, and we adjusted to the new situation. Today, we have a truly bilingual organization and very cor-

dial relations with our Quebec colleagues. I think there is a lesson in that history. Our task is too important to be left undone. The necessary adjustments will be made and the job will go on.

Our objectives and our methods have not always been what they are today. CAUT began as an organization whose basic concern was to circulate a comparative index of university salaries and occasionally to press governments to put more money into post-secondary education. Arguments about acting as the defender of academic freedom and tenure were deemed gratuitous in those early days and, in any event, beyond the power of the organization.

Blatant attacks to academic freedom in a few celebrated cases soon resulted in changes at CAUT. The Academic Freedom and Tenure Committee

was formed. Guidelines and policy statements were developed which have found their way in various versions into virtually all faculty agreements and handbooks. Defence of academic freedom became a core activity. But it should be remembered that this change provoked vigorous internal debate and dissension, as did most subsequent changes in CAUT.

It soon became apparent that guidelines and moral suasion were not enough to secure the rights of faculty.

Some came to see the tools of collective bargaining and bind-

See PRESIDENT/18

Il n'y a pas si longtemps, lors d'un dîner, j'ai écouté une allocution qui blâmait la situation instable des universités aux prises avec une crise collective d'âge mur. Une telle situation peut être très difficile. Envole l'enthousiasme sans bornes, la confiance qui permet de se battre pour un idéal, la certitude absolue que nous pourrions améliorer le monde. Un certain pragmatisme et un certain cynisme, nés d'une trop grande expérience avec le monde réel, ont remplacé ces élans du cœur. Pour une raison ou pour une autre, nos réalisations ne nous satisfont pas parce qu'elles ne correspondent pas à nos rêves de jeunesse. Nous exigeons de nous-mêmes des efforts déraisonnables pour recréer des gloires mémorables et nous nous blâmons parce que nous échouons. Tout ceci se produit, dit-on, parce que nous devons confronter les réalités du monde à nos limites, alors que l'image que nous pourchassons a été créée dans un monde d'imagination juvénile.

Je n'ai pu m'empêcher de me demander si la même chose se produisait à l'ACPU alors que nous entamons la trente-sixième année de son existence. Tout nous porte à douter de nous-mêmes. La question du sous-financement atteint des proportions alarmantes. La tâche d'enseignement, qui a beaucoup augmenté, empiète de plus en plus sur le temps alloué à la recherche. Une génération de jeunes professeurs est sous-employée. Le budget des conseils subventionnaires est gelé. Certains ministres croient que l'on peut importer la connaissance et les créateurs. Les professeurs éprouvent encore des difficultés à s'im-

poser. Parfois, il semble que personne ne comprend nos idéaux et nos aspirations, ni ne les estime. En plus de tous ces problèmes, nous devons subir une grande perte. En effet, l'Association of Academic Staff de l'Université de l'Alberta a quitté l'ACPU. Ce serait trop facile de s'abandonner au désespoir. Mais nous ne devons pas nous laisser aller. Nous n'avons jamais autant eu besoin d'être forts et unis.

Si nous nous abandonnons à cette crise d'âge mur, nous pourrions oublier les épreuves des jeunes jours de l'association que nous avons traversées avec succès et grâce auxquelles nous avons renouvelé nos forces. Nous pourrions oublier, par exemple, le bouleversement du début des années 1970 lorsque les universités francophones du Québec ont quitté l'ACPU. Nous avons surmonté l'épreuve, nous avons appris et nous nous sommes adaptés à la nouvelle situation. A l'heure actuelle, l'association est vraiment bilingue et nous entretenons des relations très cordiales avec nos collègues du Québec. Je pense que nous pouvons en tirer une leçon. Notre tâche est trop importante pour qu'elle demeure inachevée. Nous apporterons les ajustements nécessaires et le travail se poursuivra.

Nos objectifs et nos méthodes n'ont pas toujours été ce qu'ils sont maintenant. A ses débuts, l'ACPU se contentait de distribuer un répertoire comparatif des traitements universitaires et, à l'occasion, elle exerçait des pressions sur les gouvernements pour qu'ils injectent plus d'argent dans l'enseignement postsecondaire. Les arguments en

faveur de la défense de la liberté universitaire et de la permanence de l'emploi étaient considérés comme gratuits. De toute façon, ils dépassaient le cadre du mandat de l'association.

Les affronts éhontés à la liberté universitaire dans quelques causes célèbres ont eu tôt fait de modifier l'orientation de l'ACPU. C'est ainsi que fut créé le Comité de la liberté universitaire et de la permanence de l'emploi. On a ensuite élaboré des énoncés de principes dont

"Nous n'avons jamais autant eu besoin d'être forts et unis."

on trouve diverses versions dans presque tous les annuaires et conventions collectives des professeurs d'université. La défense de la liberté universitaire est devenue une activité prioritaire. Il faut toutefois se rappeler que cette modification a provoqué d'intenses débats et des dissensions internes, comme ce fut le cas pour la majorité des changements subséquents.

Il est vite devenu évident que les directives et la pression morale n'étaient pas suffisantes pour garantir les droits des professeurs. Pour certains, les négociations collectives et les conventions exécutoires avec l'administration des universités constituaient un moyen de légaliser ces principes et de régler des questions salariales. L'ACPU a relevé le défi et les fonctions principales furent modifiées à nouveau.

Puis, les gouvernements se sont

de plus en plus insinués dans les affaires des universités, soit indirectement en élaborant des lignes de conduite sur le sous-financement, soit directement en recourant à des lois à l'instar de celles imposées en Ontario et en Colombie-Britannique. Le besoin de spécialistes en lobbying pour freiner ces intrusions a entraîné des modifications essentielles aux activités principales de l'ACPU.

Au fur et à mesure de ces nombreux changements, l'ACPU a prouvé qu'elle pouvait rectifier son tir pour relever les nouveaux défis. Toutefois, faisons-nous vraiment de notre mieux? Existe-il de meilleurs moyens de fournir ces services? Est-ce qu'il y a de nouveaux défis à relever ou de nouvelles activités à entreprendre? Mais, surtout, dépensons-nous nos ressources avec intelligence? Voilà les questions que nous devons nous poser si nous voulons renouveler l'association et réussir dans notre lutte.

Pour nous prêter main forte cette année, nous avons mis sur pied un comité d'examen externe qui effectuera le premier véritable examen externe de la structure, du financement et des activités de l'association. Nous ne pouvons que nous féliciter de la qualité des membres qui le composent. Ils sont tous talentueux et j'ai très hâte d'entendre leurs observations et leurs suggestions.

Cependant, la tâche ne leur revient pas à eux seuls. Après tout, c'est notre association et c'est à nous, collectivement, de décider comment nous voulons le mieux administrer nos affaires, quels services nous avons besoin et comment ils peuvent être offerts le plus

efficacement, et surtout, ce que nous sommes prêts à payer pour assurer aux professeurs canadiens un organe fort et respecté qui parle en leur nom.

Au cours des prochains mois, le comité parcourera le pays pour consulter les membres sur ces questions et peut-être sur d'autres. J'espère que vous profiterez de l'occasion pour participer au débat et pour apporter vos suggestions. Il nous faut regarder l'association d'un oeil complètement nouveau, libre de tout intérêt ou de condition sine qua non. Nous devons mettre en commun notre créativité pour régler nos problèmes collectifs. Chose encore plus importante, nous devons collaborer avec bonne volonté pour atteindre un objectif commun et retrouver cette force que nous pouvons puiser chez l'un ou l'autre.

Mais est-ce vraiment important? Des centaines de dollars sont en jeu au gouvernement fédéral seulement soit sous forme de transferts fiscaux aux provinces (2,3 milliards de dollars en espèces et 2,4 milliards de dollars en points d'impôts), soit sous forme de crédits aux organismes subventionnaires fédéraux (562 millions) et d'aide financière aux étudiants (300 millions). Le gouvernement fédéral est également présent dans une grande variété de secteurs qui touchent sensiblement les universités, entre autres l'égalité des droits, la censure, les règlements d'immigration pour les professeurs et les étudiants, les droits d'auteur, les brevets, les contrats de divers types, etc. Etant donné les restrictions budgétaires actuelles, ceux qui

Voir PRÉSIDENT/29



EDITOR 2

only by "nice guys" (male or female). The writer had in the past made use of five sabbaticals — all were professionally valuable. The last one, however, about to be described, was only marginally so. This was essentially because, unlike the previous four, the writer "stayed put": there was no *sayonara*. The events and their implications are doubly significant when it is realized that what was involved was a half sabbatical and that the recipient was required to "justify" what he had done that was beneficial.

The writer found that he was "invited" — i.e. urged, beseeched, pressured — to attend two final oral examinations for the doctorate; for, after all, was not the writer a member of the examining committee and had not the candidate been his assistant (this latter point when mentioned is said slightly reproachfully)? He was prevailed upon, cajoled (conned?) into attending not only but three departmental committee meetings — and this by an ex-chairperson! He also succumbed to the rather plaintive request to read a thesis proposal of a graduate student who wanted to get it "out of the way" before moving! Add to the above the seemingly desperate requests to makeup (and therefore evaluate), two

sets of candidacy questions. Furthermore, he found himself attending two oral defenses of research proposals for the advanced degree. To boot, the writer unwillingly became enmeshed, with consequent loss of time, in a stupid imbroglio between a graduate student and his advisor. Telephone calls, memos, and "friendly visits" had three phrases in common — "urgency", "time constraints" and "as soon as possible". And so, the semimachoschistic misadventures continued — "rush" was the odour (sic) of the day.

The moral of all this: divest yourself of the role of "stout fellow" (person), realize that to some the word "nice" and the word "easy" are synonyms; learn how to say "No" — firmly; educate colleagues (the *dramatis personae* of the above comprised four faculty and eight graduate students) to "excommunicate" — at least academically, the sabbaticant; and finally and best of all, (finances permitting), when granted a Sabbatical Leave — leave!

F.L. Marcuse
Dept. of Psychology
University of Manitoba

Racist states

Re: Mr. Carroll's letter in the *CAUT Bulletin*, May 1986.

I share Mr. Carroll's concern over the infringement of civil liberties which certainly do take place in Israel — and which have been legitimately documented by Amnesty International. However, I find it an obnoxious tactic to brand the Jewish State as "racist"

and at the same time to exempt its far more culpable Arab neighbours from the same moral chastisement.

I would argue that it is entirely consistent with Mr. Carroll's stated position against racism to assert that all racist states have forfeited their right to exist. But clearly Mr. Carroll has no objection (at least none is voiced) to the legitimacy of states like Libya and Syria — both political entities which openly profess a genocidal hatred of Jews/Israelis. I grant that all nation states are to some degree racist, but I would insist that there are significant differences among "racist" nation states.

Take for example the USA and USSR; Jews have been known to suffer from racial discrimination in both countries, but there is a vast difference in treatment between the two countries and this should not be forgotten. To simply brand both the USSR and the USA as anti-semitic is to make a dangerous oversimplification. One has to examine the degree and virulence of the evil before making a final evaluation. Israeli racism, in spite of the existence of demagogues like Meir Kahana, is *in toto* a far less vicious proposition than the official government lines of many fundamentalist Arab governments which speak openly of driving the Jews of Israel into the sea.

I recommend to Mr. Carroll's attention an excellent article on the Israeli-Palestinian problem, written by Connor Cruise O'Brien for the October 1985 issue of the *Atlantic Monthly*. In it, Mr. O'Brien discusses the issue of "racism" and he says this: "...The Jewish State is a racist concept. Yes, in a way it is. It is racist to the extent that all nationalism is racist, which is a large extent. Simone Weil held that racism and nationalism were essentially the same thing, racism being simply a more romantic version of nationalism...All nationalism is exclusive, quietly, or noisily. The Jewish State is like most other states in its determination to preserve its national character, as determined by itself through exclusive processes...All nationalisms exclude, but the people whom it is most important for the Jewish State to exclude for the sake of its own survival, were its fated enemies, the bulk of the previous settled population in the land of Israel..." O'Brien concludes: "I don't think you can reasonably say that the idea of the Jewish State is inherently racist, and therefore illegitimate, unless you also condemn all other nationalisms, including Arab nationalism..."

Just in case Mr. Carroll insists that all this quibbling over the term "racism" is beside the point, and that the real issue is the forceful dispossession of the Palestinians, I would remind him that he is himself the beneficiary of exactly the same sort of "might makes right" policy — namely the European conquest of North America. Unless Mr. Carroll is prepared to give up his

home and lands to the original inhabitants, I find it disingenuous of him to insist that others, namely the Israelis, follow a course of action which he himself is not prepared to take.

Until such a time as the Arab states show themselves willing to divorce themselves from feudal political structures and systems of self-governance which make no distinction whatsoever between church and state, I fail to see what compelling reasons there can be for demanding that the Jews practice a form of total secular democracy. The state of Israel — even taking into account its repressive treatment of Palestinians, is still, far and away the most democratic state in the Middle East. It must be noted that the Palestinians have suffered far more bloodshed at the hands of their Arab brethren than they have through Israeli force.

As for the matter of popular dissent and civil rights, look at the way in which the Syrians dealt with the religious minority which used to live in the town of Hama Assad. They had the town and its civilian population liquidated. The worst excesses of the Lebanese camps pale in comparison. In Israel it is possible to espouse unpopular causes — in other countries in the area such civil freedom does not exist.

Until the nations surrounding Israel show through practice that they understand the meaning of the term "secular democracy", it is ludicrous to expect the Israelis to assist in setting the stage for their own annihilation, by removing the safeguards which preserve their policy.

David Pariser
Faculty of Fine Arts
Concordia University

Boot on other foot

In reply to Michael MacNeil's article in the May issue of the *CAUT Bulletin* concerning unions' ability to lobby, I would suggest that he considers what are the special features of any democratic institution. A most important feature is that all members of such an institution, be it economic, religious, cultural or political, have voluntarily joined that particular institution and have agreed to abide by its rules. This does not apply to a closed shop union, or even to an open shop where all workers within a particular trade are required to pay dues to the union whether or not they wish to be members. This payment by non-members is justified, with some reasonableness, on the basis that the union negotiates conditions of employment for all. However, there should be strict limits to constraints upon democracy, and the enforcement of payments to causes unsupported by a worker are distinctly undemocratic.

It deeply concerns me that MacNeil appears not to sense infringements upon normal democratic procedures, but quotes those who think only in terms of the convenience of obliging minorities to march behind the same drummer as the majority. Democracy is

Status of Women

Tina Head/CAUT

Elections to fill vacancies on the CAUT Status of Women Committee were completed in June, so this issue presents us with the first opportunity to introduce the new Committee. Members of the SWC are:

Jane Gordon (Sociology & Anthropology), Mount St. Vincent (term expires 1989),
PERSON CHAIRING
Carolyn Attridge (Nursing) Victoria (1988)
Sandy Casey (Education Library) Queen's (1987)
Rebecca Coulter (Liberal Studies) Athabasca (1989)
Constance Dwyer (Math & Stats) Simon Fraser (1987)
Jennie Hornsby (Sociology) New Brunswick (1988)



SWC Chair
Jane Gordon

Helen Breslauer (OCUFA Senior Researcher) has long been OCUFA's observer on the CAUT Committee. Tina Head (CAUT Professional Officer) is Secretary to the Committee.

The SWC has scheduled meetings on September 26 & 27, 1986 and March 20 & 21, 1987. The Committee also plans to meet in conjunction with its annual Status of Women Workshop, which will be held on February 6 & 7, 1987. PLAN NOW to attend the Workshop. The objective this year is to get together in an informal setting to discuss strategies and develop skills to promote positive action in the university. The location of the Workshop has been changed from Victoria, B.C. The new location likely to be in the Ottawa area) will be announced in the November *Bulletin*. Further information can be obtained from Tina Head or Colette Deschamps at the CAUT Office.

A full agenda is promised in the coming year. Among the issues to be considered by the SWC are tenure and promotion procedures, ongoing development of CAUT's positive action policy, pay equity and sexual harassment. Contributions to and comments on the work of the SWC are always welcome. The Committee has developed a network of contacts at universities throughout the country. The purposes of the network are to serve as a vehicle for action in the work of the Committee, to enable communication between the Committee and women in local and provincial associations on issues and events of interest and concern, and to encourage each other in the ongoing task of reaching out to women in the university. The agenda and minutes of the CAUT Status of Women Committee are mailed to network contacts. The name of your contact will be available from your local association. Please don't hesitate to ask her for information or to pass along your ideas.

always inconvenient. Minorities have always been an infernal nuisance to their contemporaries but, if one looks back at recent history, one or two of these minorities have subsequently set the pattern for future acceptable practices. If there is tolerance of minorities, administrative difficulties and tortuous scenarios can be avoided. For example, following the annual audit, a proportional deduction could be made to non-union members' dues for the subsequent year allowing for non-union expenditures.

If the unions are allowed to claim exemption from the Freedom of Association clause of the Charter of Human Rights, who else will wish for similar exemption because of the power it gives them. Possibly the Conservative Government could claim such exemption since they were elected to represent the majority at the last federal election. If they copy many unions, they can insist that all Canadians must join the party, and that such Canadians will still have democratic rights to vote yes or no to

resolutions raised by the party caucus. Obviously, no party would ever tolerate such a practice, and nor would the public at large. Yet the courts have already allowed this perversion of democracy for unions (in British Columbia, for example).

Most people will join their appropriate union to protect their interests, and their right to do this must be protected. In return, unions must tolerate the rights of others, even minorities. They were once a minority movement, resisting those who wished to suppress them. Too much power corrupts, and in British Columbia a union has closed down a company town and caused untold suffering, while another has forced a person off a municipality council by exerting pressure upon the business that employed that person. The boot is now often on the other foot. However, a healthy opposition will always insure limits to the abuse of power, if such an opposition is allowed in some form or other.

Colin B. Crampton,
Dept. of Geography,
Simon Fraser University

DIRECTOR
Development & Alumni Affairs

Reporting to the President, the Director is responsible for the overall fundraising program in the University, as well as building and maintaining strong and positive relationships with the community, alumni and sources of corporate, individual, foundation and government support.

Candidates will have a strong record of accomplishment in fund development work, preferably in a university or public setting. Qualifications and experience should include the ability to administer a budget, manage personnel, write persuasively, speak well in public, organize and carry out an annual fund drive, plan and execute a capital campaign, cultivate and solicit foundations and corporations, motivate volunteers and recognize donors.

The University's Board of Governors regards community relations and fund development as a longterm, high priority program. Founded in 1967, The University of Lethbridge is a growing institution strongly committed to liberal education as a specific component of both disciplinary and professional programs. The University has an enrolment of 3,000 full-time students and is located in Lethbridge, a city of 62,000.

The
University of
Lethbridge



Communications should be directed in confidence to:

The Chairman, Search Committee for Director of Development and Alumni Affairs, University Secretariat, The University of Lethbridge, 4401 University Drive, LETHBRIDGE, Alberta, T1K 3M4.

CAUT REVIEW.....1
in the fields of education and women's rights for many years. She earned her B.A. (1967) and M.A. (1981) from McGill University. A teacher by profession, she taught at the elementary and secondary school levels for nine years. She is presently completing her doctoral degree in educational administration at the Ontario Institute for Studies in Education. She became Executive Assistant to the Montreal Teachers Association in 1971 and was Director of Professional Development Services for the Canadian Teachers Federation from 1975 to 1985. Her responsibilities included the Federation's Status of Women Program.

Three major thrusts of her work at CTF were: sexist curricula and school practices; improved career opportunities for women in education; and concern for social issues such as day care, pornography, and the elimination of sexual harassment in the workplace. Ms. Gold has been extremely active as a writer and lecturer, and has travelled throughout the country and internationally, speaking on a wide variety of issues at conferences and workshops. Her articles, reports, and speeches have dealt with such topics as sexual equality, education policy, part-time work, sexual harassment, technology at the workplace and in the schools, and

the well-being of young people.

Ms. Gold was appointed President of the Canadian Advisory Council on the Status of Women in 1985.

Throughout her career, Ms. Gold's active involvement in feminist issues has demonstrated her commitment to equality and the rights of women.

Paul Siren

In addition to 20 years as General Secretary of ACTRA, Mr. Siren has served for many years as the convenor and chairman of the English Speaking Group of the International Federation of Actors (FIA) and as member of the executive committee of FIA.

In 1977, Mr. Siren was chairman of the ILO/UNESCO Joint Committee of Experts to develop Recommendations on the Status of the Artist. In 1980 he was a member of a Department of External Affairs delegation to Paris to a UNESCO meeting to prepare a final draft of Recommendation on the Status of the Artist. Mr. Siren recently completed a report for the Dept. of Communications on the Status of the Artist.

In addition to his involvement with the artistic community, Mr. Siren has been active in the labour movement. In 1942 he was appointed international representative of the

International Union, United Automobile and Agricultural Implement Workers of America. During the 1960s he acted as nominee on boards of conciliation and arbitration in labour disputes.

In 1986, ACTRA's Board of Directors and the Board of Governors of the ACTRA Fraternal Benefit Society approved the establishment of the Paul Siren Scholarship Fund.

Dr. Bigelow reports that plans are already well underway for the committee's cross-country tour. The group will visit 13 cities, spending at least one day in each. (For a tentative itinerary, see "CAUT External Review" on this page. After meetings in mid-September at CAUT's head office in Ottawa, the committee will head for Vancouver where it will begin its on-campus sessions September 29. It expects to wrap up its travels in Regina on November 25.

Dr. Bigelow says the committee is particularly interested in hearing the views of those involved in faculty association work both at the local and provincial levels. However, it will also be seeking the views and advice of representatives from other Canadian organizations, such as the Canadian Teachers Federation, as well as national unions and scientific organizations. A day has

been set aside for meetings with such groups in Ottawa.

In addition to following the broad parameters set for review by Council, Dr. Bigelow is interested in examining the sorts of problems faced by Canadian groups simply by virtue of the fact that they are Canadian. Dr. Bigelow says that his extensive experience — as well as that of his fellow committee members — working with a variety of Canadian associations has led the group to believe that this may be a particularly interesting area of investigation.

Dr. Bigelow says the committee has a big job ahead. "It's a pretty formidable challenge. I hope we can deliver something useful for CAUT."

"I hope that the people we invite come to talk to us and give us the benefit of their advice. We need to know what people in the association and union movements are thinking about."

Prof. Sharp says the upcoming review will be a critical one for Canadian faculty.

"I think this process is extremely important for all faculty associations in Canada," Prof. Sharp says.

"My hope is that all those who are interested in seeing a strong voice for academics will make representations to the committee."

EXAMEN.....1

Le comité doit terminer son examen et présenter son rapport au Bureau de direction de l'ACPU d'ici à février 1987.

Le Conseil a approuvé un budget d'environ \$75,000 aux fins de l'examen.

Le Président de l'ACPU, M. Allan Sharp, se dit "entiché du calibre" du comité d'examen. Ses membres possèdent ensemble une expérience et une connaissance très étendues des affaires universitaires et associatives et tous ont occupé ou occupent des postes de premier rang dans d'influents associations canadiennes.

Président du comité, M. Bigelow possède de hauts titres pour la mission qui l'attend puisque sa carrière dans la collectivité universitaire canadienne a été longue et variée et qu'il a été président de l'ACPU dans les années 70. M. Bigelow a fait ses études au Collège royal militaire du Canada, à l'Université de Toronto et à l'Université McMaster où il a obtenu un Ph.D. en chimie (physique) en 1957. Il a été professeur à plusieurs universités canadiennes, y compris celle de l'Alberta, l'Université de Western Ontario, Memorial, St. Mary's et celle du Manitoba où il est devenu des Sciences et professeur de chimie depuis 1979. Au fil des années, il a fait partie de nombreux comités universitaires et a été élu au sénat et au conseil d'administration de plusieurs universités.

M. Bigelow se rattache par son activité à de nombreux organismes scientifiques au Canada, y compris le Conseil de recherches médicales, la Société canadienne de biophi-

mie, l'Institut chimique du Canada et le Conseil de recherches en sciences naturelles et en génie.

Mad. Gold exerce son activité dans le domaine de l'enseignement et des droits de la femme depuis plusieurs années. Elle a obtenu son B.A. (1967) et sa M.A. (1981) à l'Université McGill. Enseignante de profession, elle a enseigné à l'élémentaire et au secondaire durant neuf ans. Elle est actuellement en train de préparer son doctorat en administration scolaire à l'Ontario Institute for Studies in Education. Elle est devenue attachée de direction à l'Association des enseignants de Montréal en 1971 et a été directrice des services de perfectionnement professionnel de la Fédération canadienne des enseignants de 1975 à 1985. Elle s'est occupée du programme de promotion de la situation de la femme de la Fédération.

Trois grands domaines ont fait l'objet de son attention à la Fédération: les programmes d'études et les pratiques scolaires non sexistes; l'élargissement des possibilités de carrière des femmes dans l'enseignement; et les questions d'ordre social telles que les services de garde, la pornographie et la suppression du harcèlement sexuel au travail. Auteur et conférencière, Mad. Gold a voyagé dans tout le pays et à l'étranger. Elle a pris la parole sur une grande variété de questions à des conférences et colloques. Ses articles, reports et discours ont porté sur des questions telles que l'égalité des sexes, le travail à temps partiel, la politique éducative, le harcèlement sexuel, la technologie au tra-

vail et dans les écoles et le bien-être des jeunes. Mad. Gold a été nommée présidente du Conseil consultatif canadien de la situation de la femme en 1985. Tout au long de sa carrière, Mad. Gold s'est montrée attentive aux questions féministes et a défendu l'égalité et les droits des femmes.

Outre son poste de secrétaire général de l'ACTR, M. Siren a occupé durant plusieurs années celui de secrétaire et président du Groupe de langue anglaise de la Fédération internationale des acteurs et a été membre du comité exécutif de cette dernière.

En 1977, M. Siren a présidé le Comité mixte d'experts de l'OIT et de l'Unesco chargé d'élaborer des recommandations sur la condition de l'artiste. En 1980, il a fait partie de la délégation du Ministère des Affaires extérieures à une réunion de l'Unesco à Paris, réunion ayant à établir le texte final d'une recommandation sur la condition de l'artiste.

Outre sa participation à la collectivité artistique, M. Siren s'est occupé du mouvement ouvrier. En 1942, il a été nommé représentant international du Syndicat international des travailleurs unis de l'automobile et des instruments aratoires d'Amérique. Au cours des années 60, il a fait partie de commissions de conciliation et d'arbitrage dans des conflits ouvriers.

En 1986, le conseil d'administration de l'ACTR et celui de la Société de secours mutuels de l'ACTR ont approuvé l'établissement du Fonds de la bourse Paul Siren.

M. Bigelow signale que les

plans sont déjà bien en cours pour ce qui est de son examen. Le comité va visiter treize villes où il passera au moins un jour. (Pour l'itinéraire provisoire, voir "Examen externe de l'ACPU", page six.) Après avoir tenu des réunions à la mi-septembre au siège de l'ACPU à Ottawa, le comité mettra le cap sur Vancouver où il commencera ses séances sur campus le 29 septembre. Il s'attend à terminer ses déplacements à Regina le 25 novembre.

M. Bigelow dit que le comité tient particulièrement à entendre les vues de ceux qui s'occupent des affaires des associations de professeurs à l'échelon local et provincial. Cependant, il va aussi chercher à obtenir les vues et les avis de représentants d'autres organismes canadiens tels que la Fédération canadienne des enseignants ainsi que des syndicats nationaux et des organismes scientifiques. Une journée est prévue pour des rencontres avec de tels éléments à Ottawa.

En plus de se pencher sur les grands points fixés par le Conseil, M. Bigelow veut examiner les problèmes auxquels se heurtent les milieux canadiens simplement parce qu'ils sont canadiens. Il dit que lui et ses collègues du comité sont convaincus, forts de la longue expérience qu'ils ont acquise auprès de diverses associations canadiennes, que ce peut être là une question particulièrement intéressante à examiner.

Le comité, au dire de M. Bigelow, a une grande tâche qui l'attend.

"C'est une mission vraiment formidable. J'espère que nous pourrions faire quelque



CAUT External Review Committee

The Council of the CAUT has formed an External Review Committee to examine the operations and functions of the Association. Council has instructed the committee "to review, and where necessary make recommendations concerning changes to (a) the objectives of the Association, (b) the organizational structure of the Association, (c) the relationship between the Association, member provincial associations and member local associations and (d) a fee structure and voting procedures that will facilitate the achievement of the Association objectives."

The Committee thus has a broad mandate to make inquiries of the membership and other interested parties. The Committee is to submit a progress report to the CAUT Board at its November, 1986 meeting and a final report to the Board's February, 1987 meeting.

All interested parties are invited to submit briefs, either orally or in writing. In order to hear oral presentations, the Committee has established the following tentative schedule:

Vancouver	September 29
Saskatoon	October 6
Edmonton	October 7
Calgary	October 8
Moncton	October 15
Halifax	October 16
St. John's	October 22
Montreal	October 23
Sudbury	November 6
London	November 17
Toronto	November 18
Ottawa	November 19
Winnipeg	November 24
Regina	November 25

If you are interested in making an oral presentation would you please write the chair of the committee, address given below, to advise us where you will do that. Simultaneous translation will be provided in Montreal and Moncton.

The members of the committee are:

Chair
Dr. Charles C. Bigelow
Dean, Faculty of Science
University of Manitoba
Winnipeg, Manitoba
R3T 2N2
(204) 474-9348

Members
Ms Sylvia Gold
President
Canadian Advisory Council
on the Status of Women
Box 1541, Station "B"
Ottawa, Ontario
K1P 5R5
(613) 995-2489

Mr. Paul Siren
820 Burnhamthorpe Road,
Apt. 1004
Etobicoke, Ontario
M9C 4W2
(416) 662-1485



Comité d'examen externe de l'ACPU

Le Conseil de l'ACPU a mis sur pied un Comité d'examen externe du fonctionnement et des activités de l'Association. Le Conseil a demandé au comité d'étudier "(a) les objectifs de l'Association, (b) l'organisation de l'Association, (c) ses rapports avec les associations locales et provinciales membres et (d) une structure des cotisations et des procédures d'élection qui faciliterait l'exécution des objectifs de l'Association et, le cas échéant, de formuler des recommandations pour modifier les points susmentionnés."

Le mandat du comité dispose d'un large mandat pour écouter le point de vue des membres et des parties intéressées. Il déposera un rapport d'étape à la réunion du Bureau de direction de l'ACPU en novembre prochain, et un rapport définitif à la réunion de février 1987 du Bureau de direction.

Toutes les parties intéressées sont invitées à soumettre des mémoires, soit oralement, soit par écrit. Le Comité a dressé un horaire provisoire à l'intention des présentations orales:

Vancouver	29 septembre
Saskatoon	6 octobre
Edmonton	7 octobre
Calgary	8 octobre
Moncton	15 octobre
Halifax	16 octobre
St. John's	22 octobre
Montréal	23 octobre
Sudbury	6 novembre
London	17 novembre
Toronto	18 novembre
Ottawa	19 novembre
Winnipeg	24 novembre
Regina	25 novembre

Si vous songez à faire une présentation orale, nous vous serions reconnaissants d'écrire au président du comité, à l'adresse ci-dessous, pour nous faire savoir la date. Si vous désirez présenter votre mémoire en français, veuillez nous l'indiquer pour que nous puissions prendre les dispositions nécessaires afin d'assurer l'interprétation simultanée.

Voici les membres du comité:

Président

Dr. Charles C. Bigelow
Dean, Faculty of Science
University of Manitoba
Winnipeg, Manitoba
R3T 2N2
(204) 474-9348

Membres

Mme Sylvia Gold
Présidente

Conseil consultatif canadien de la situation de la femme

C.P. 1541, Succursale "B"
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Mr. Paul Siren
820 Burnhamthorpe Road, Apt. 1004
Etobicoke, Ontario
M9C 4W2
(416) 662-1485

EXAMEN 5

d'utile à l'ACPU.

J'espère que ceux que nous invitons viendront nous parler et nous faire profiter de leurs avis. Il nous faut connaître ce que pensent les gens des associations et des syndicats."

Le Pr Sharp dit que l'examen qui se fera revêtira un

caractère crucial pour les professeurs canadiens.

"A mon avis, la chose est extrêmement importante pour toutes les associations de professeurs du Canada", affirme le Pr Sharp.

"J'espère que ceux qui tiennent à ce que les professeurs se fassent bien entendre se présenteront devant le comité."

DECISION 1

detailed and specific. She admits as well that she spoke to a number of witnesses, but only for clarification purposes."

The Appeals Committee found in favour of Dr. Thomas and so advised the

"The provisions of the Faculty Manual which permit the President to participate and act in the way she actually did, i.e. to sit on appeal of her own decision, represent an institutional bias. Once the President's original decision with respect to tenure is made, the Faculty Manual provides for the same President to participate as an advocate and a witness in the hearing called to determine whether she was right in the first place, and then either to accept or not accept the Ad Hoc Committee's recommendation concerning her original decision. (This has) the unusual result that the appeal is from one decision-maker, the President of the University, to that same decision-maker, which, of course, is no appeal at all."

Mr. Justice R. MacLeod
Rogers in *Antoinette Thomas v. Mount St. Vincent University*.

President. Dr. Fulton then vetoed this decision, using the powers given her in the faculty manual. At that point Dr. Thomas appealed to CAUT.

Mr. Justice Rogers held, first of all, that the court was entitled to review both the decision and the procedures. He held that the university, which is no longer a private Roman Catholic institution, is a creature of statute, that it is largely funded by government, and that regulations and by-laws passed pursuant to an authorizing or empowering statute "are just as legal as the statute itself." The judge relied heavily on the decision of the Ontario Court of Appeal in the case of Professor Paine and the University of Toronto — a case which had been strongly supported financially by CAUT.

The Judge held that "...by the President acting in the way she did...albeit without actual bias, Dr. Thomas was denied her right to natural justice." Further, he ruled that, although the university had followed its procedures scrupulously, the procedures themselves were fundamentally flawed because, in effect, the President "...was sitting on appeal from her own decision". He stated that "...this very elaborate and outwardly fair 'appeal' process was in fact no appeal at all" and that "the Ad Hoc Appeal Committee was a mere cypher in the process — window dressing in a flawed procedure euphemistically referred to as an appeal". This constituted a violation of the general legal authority that no person should be a judge in their own cause.

The court also held that Dr. Thomas did not waive her rights in accepting the Univer-

sity procedures when she signed her original contract since she had no choice in the matter. It refused to remit the case back for another hearing through the same procedures "which would not...advance matters very much".

The Judge ordered Dr. Thomas reinstated in her employment with back pay to 1 July 1985 and until a fair appeal either after amendment to the faculty manual or otherwise. The university has agreed to do so. The case was argued for CAUT by John C. MacPherson of the Halifax law firm of Patterson Kitz.

The Thomas case is but one of a number appealed to CAUT in recent years from Mount St. Vincent University.

At the University of Calgary, the court also held that it had jurisdiction to review the functioning of the university in regard to faculty contracts. The case was brought under the Alberta Individual's Rights Protection Act. Prof. Vinogradov alleged that, although the departmental committee had several times voted to give her the post, the head had repeatedly refused to act on these recommendations and had erected a series of roadblocks which were peculiar to her candidature. The court held that one of the members of the department had been intimidated. The Judge stated that: "I have no difficulty in accepting his statement that he was intimidated and coerced...into withdrawing his recommendation of the applicant..." He then went on to say that the full day

testimony of the head and his voluminous affidavit left "a very clear impression...that (he) deliberately placed obstacles in the applicant's path of success in the competition all designed to meet his objectives to: (1) keeping the applicant out of the department and; (2) to shield himself from criticism by so doing."

The court held that the faculty member had a right to be treated objectively and was not. The judge then quashed the decision of the departmental appointments committee and ordered the university to constitute a fresh proceeding. The university is doing so and will make an appointment in 1987.

In the meantime, CAUT has urged the university to appoint Prof. Vinogradov for this year on a temporary contract until the permanent appointment is made. Furthermore, CAUT urged the university to set up an inquiry as to how the events outlined in the court decision could have been allowed to happen in the first place.

In response to the two cases, Dr. John Thompson, Chair of the CAUT Academic Freedom and Tenure Committee, said: "Fair procedures fairly used are the only way the community can be sure that academic decisions are really taken on academic grounds alone."

"It is gratifying", he said, "that the courts are now beginning to back up this view but it would be much better if universities created reasonable procedures and treated people fairly in the first place."

JUGEMENT 1

loi habitante possèdent la même valeur légale que la loi elle-même. Le juge s'est fortement inspiré de la décision de la Cour d'appel de l'Ontario dans l'affaire du professeur Paine de l'Université de Toronto, cause que l'ACPU a appuyée financièrement. Selon le juge, la cause des agissements du recteur, même si celle-ci n'a démontré aucun préjudice véritable, Mme Thomas s'est vu refuser le droit à la justice naturelle. De plus, a-t-il poursuivi, quoique l'université ait suivi ses procédures à la lettre, ces dernières étaient fondamentalement entachées d'irrégularité car le recteur siégeait en appel de sa propre décision. Il a ajouté que ce processus d'appel, très complexe et "juste" en apparence, ne permettait en fait aucun appel, que le comité spécial n'avait aucune utilité dans tout ceci et qu'il n'était qu'une façade dans une procédure défectueuse que l'on appelle, avec euphémisme, un appel. Ce processus violait le principe juridique de base selon lequel personne ne peut être juge dans sa propre cause.

Le tribunal a également statué que Mme Thomas n'avait pas renoncé à ses droits en acceptant les procédures de l'université lorsqu'elle a signé son premier contrat puisqu'elle n'avait pas le choix. Le juge a refusé d'ordonner une autre audition suivant les mêmes procédures, car cela ne ferait pas avancer beaucoup les choses.

Le juge a ordonné que Mme

Thomas soit réintégrée à son poste, qu'elle soit rémunérée rétroactivement depuis le 1er juillet 1985 et qu'elle ait droit à un appel équitable soit après que le guide des professeurs aura été amendé ou autrement. M. John C. MacPherson de l'étude Patterson Kitz de Halifax représentait l'ACPU dans cette affaire.

L'affaire Thomas n'est qu'une des nombreuses causes provenant de l'Université Mount St. Vincent dont s'est occupée l'ACPU depuis quelques années.

En ce qui concerne l'Université de Calgary, le tribunal a aussi estimé qu'il avait la compétence pour examiner le fonctionnement de l'université à l'égard des contrats des professeurs. L'affaire a été soumise en vertu de la loi sur la protection des droits individuels de l'Alberta. Selon les allégations de Mme Vinogradov, bien que le comité du département se soit plusieurs fois prononcé pour lui confier le poste, le directeur a chaque fois refusé de mettre en oeuvre ces recommandations en dressant une série d'obstacles particuliers à sa candidature. Le tribunal est arrivé à la conclusion qu'un des membres du comité avait fait l'objet d'intimidation. Le juge a déclaré: "J'accepte sans difficulté son affirmation selon laquelle il a été victime d'intimidation et de coercition...visant à l'obliger à retirer sa recommandation en faveur de la candidate..." Il a poursuivi en soutenant que le témoi-

gnage d'une journée du directeur et son volumineux affidavit donnaient clairement l'impression qu'il avait délibérément dressé des obstacles devant la candidate, obstacles qui visaient tous à atteindre ses objectifs, soit: (1) empêcher la candidate de se joindre au département et; (2) se protéger contre les critiques en agissant ainsi.

Selon le tribunal, la professeur avait le droit d'être traitée objectivement mais elle ne l'a pas été. Le juge a donc annulé la décision du comité des nominations du département et a ordonné à l'université d'élaborer de nouvelles procédures. L'université s'est mise à la tâche et effectuera une nomination en 1987. Entre temps, l'ACPU prie instamment l'université de nommer cette année Mme Vinogradov à un poste temporaire en attendant sa nomination à un poste permanent. De plus, l'ACPU a invité fortement l'université à enquêter sur les faits soulevés dans la décision du tribunal qui ont d'abord permis cette situation.

"Des procédures justes et appliquées avec équité sont le seul moyen d'assurer aux universitaires que les décisions sont prises uniquement selon des critères de qualification" a déclaré M. John Thompson, président du Comité de la liberté universitaire et de la permanence de l'emploi. "Cela fait plaisir de voir que les tribunaux commencent à appuyer ce point de vue."

UNB's Allan Sharp in top CAUT post

Prof. Allan Sharp of the University of New Brunswick was elected CAUT's president for 1986/87 defeating Prof. Bill Jones of Carleton.

Prof. Sharp, who is with the Department of Physics at UNB's Fredericton campus, has been involved since 1978 at all three levels of faculty association affairs. He has served as president of the Association of the University of New Brunswick Teachers and has participated in the development and implementation of policies for the Federation of the New Brunswick Faculty Associations.

Prof. Sharp has been active in CAUT affairs since 1981

when he first became a member of the association's Board of Directors. As vice-president (external), from 1984-86, he made major contributions to the national association in the areas of policy development, political lobbying, administration and public relations.

Also serving on the CAUT executive for 1986/87 are Prof. John Evans, vice-president (external); Prof. Robert Kerr, vice-president (internal); and Prof. Vic Catano, treasurer.

Prof. Evans, of the Department of Psychology at Memorial University, served a two-year term (1984-86) as the association's treasurer before

his election in May to the position of vice-president. He has been a CAUT Board member since 1981 and has served on the Elections and Resolutions Committee. As vice-president (external), he will manage relations with member associations and represent the CAUT with affiliated organizations and with governments.

Prof. Kerr, who is with the University of Windsor's Faculty of Law, will be serving his second year as vice-president (internal). Prior to his election to that post, he served for three years as chairperson of CAUT's Collective Bargaining Committee. As vice-president (internal), Prof. Kerr has general responsibility

for the overall administration of the association. Particular duties include chairing the Administration and Publications Committees.

Prof. Catano, of the Department of Psychology at Saint Mary's University, was elected in May to a two-year term as treasurer. He has served as a member of CAUT's Board of Directors since 1981. Prof. Catano was president of the Nova Scotia Confederation of University Faculty Associations from 1981-84 and continues as past president. As CAUT's treasurer, Prof. Catano will prepare the association's annual budget and supervise the accounting of its funds.



Clockwise from top left/De gauche à droite à partir de la rangée du haut: John Evans, Victor Catano, Bob Kerr, Allan Sharp, Ed Anderson.

Allan Sharp élu président de l'ACPU

Lors de l'assemblée annuelle du Conseil, tenue en mai à Ottawa, M. Allan Sharp, professeur à l'Université du Nouveau-Brunswick, a été élu à la présidence de l'ACPU pour 1986-1987.

Professeur au département de physique du campus de Fredericton de l'Université du Nouveau-Brunswick, M. Sharp milite dans les associations de professeurs depuis 1978, et ce, aux trois paliers d'organisation. Il a été président de l'Association des professeurs de l'Université du Nouveau-Brunswick et a participé à l'élaboration ainsi qu'à la mise en oeuvre des orientations de la Fédération des associations de professeurs d'Université du Nouveau-Brunswick.

M. Sharp participe active-

ment aux affaires de l'ACPU depuis 1981, année où il a siégé pour la première fois au Bureau de direction de l'association. À titre de vice-président des affaires externes, de 1984 à 1986, il s'est principalement distingué au chapitre de l'élaboration des orientations, du lobbying, de l'administration et des relations publiques.

Les autres dirigeants de l'ACPU pour 1986-1987 sont MM. John Evans, vice-président des affaires externes, Robert Kerr, vice-président des affaires internes et Vic Catano, trésorier.

M. Evans, professeur au département de psychologie à l'Université Memorial, terminait un mandat de deux ans (1984-1986) au poste de

trésorier au moment de son élection au titre de vice-président. Il est membre du Bureau de direction de l'ACPU depuis 1981 et a siégé au Comité des élections et des résolutions. En sa qualité de vice-président des affaires externes, il s'occupera des relations avec les associations membres et représentera l'ACPU auprès des organismes affiliés et des gouvernements.

M. Kerr, professeur à la faculté de droit de l'Université de Windsor, entame la deuxième moitié de son mandat de deux ans au poste de vice-président des affaires internes. Avant d'être élu à ce titre, il terminait un mandat de trois ans à la présidence du Comité des négociations collectives de l'ACPU. En tant que vice-président des affaires internes,

M. Kerr est responsable de l'administration générale de l'association. Il assume, entres autres, la présidence du Comité d'administration et du Comité des publications.

M. Catano, professeur au département de psychologie à l'Université Saint Mary's, a été élu en mai au poste de trésorier pour un mandat de deux ans. Il est membre du Bureau de direction de l'ACPU depuis 1981. M. Catano a été président de la Confédération des associations de professeurs d'université de la Nouvelle-Écosse de 1981 à 1984 dont il est le président sortant. À titre de trésorier de l'ACPU, M. Catano préparera le budget annuel et surveillera la comptabilité des fonds.

Rebuffed

I read with interest the Editor's Note in response to the letter from Professor Martin King printed in the May 1986 Bulletin. In this Note it is reported that the CAUT Academic Freedom and Tenure Committee considered my case with the University of Regina in 1973. This came as a surprise to me. I have no written record nor personal recollection of any CAUT involvement in my case throughout its seventeen year history.

In 1972, the external Faculty Review Committee was set up with the assistance of the Regina Faculty Association at

the insistence of the then Principal of the Campus. That was the first and last assistance I received from my local faculty association between 1969 and 1978.

My continuous efforts between 1972 and 1977 to seek further assistance from both of these bodies were repeatedly rebuffed and denied by both elected officials and staff. It should therefore come as no surprise that, after five years of futile efforts, I did not consult or seek the assistance of either the University of Regina Faculty Association or CAUT in 1977.

Martin L. Cohnsteed
Winnipeg, Manitoba

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Anti-semitism

In the May Bulletin, Prof. Michael P. Carroll argues that there can be no doubt that Zionism is racism. He says: "A philosophy is racist if it encourages state sponsored discrimination based upon race, ethnic origin or religion."

The trouble with this argument is that there are as many interpretations of the philosophy of Zionism as there are Jews. It is certainly true that some Zionists are racists, Rabbi Kahane is the most egregious example, but to leap from examples of particular racists or racist policies in Israel to the conclusion that Zionism is racism makes Professor Carroll the Baryshnikov of sociologists.

Nor is Zionism a "philosophy" in the same

sense as, say, logical positivism or structuralism. In my understanding, once one accepts the notion that the Jews should have a national homeland in Israel, nothing inevitably follows concerning the rights and privileges of non-Jews. I and many hundreds of thousands of Zionist Jews in the Diaspora and in Israel are opposed to discriminatory policies towards Israel's non-Jews. Someday, I hope, these policies will be reversed, certainly there is nothing in Zionism to prevent such a change.

Thus, to lump all Zionists together as racists is absurd. To travesty August Bebel, I would suggest that to say that Zionism is racism is the anti-semitism of intellectuals.

Harvey G. Simmons
London, England



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Bulletin readers sighted

The CAUT Bulletin (March, 1986) sighted its readers twice with the headline (page 3) and inside reference (page 1) to Richard Bellaire's article on the Federal Government's 5-Year Financial Plan for University Research. Rather than "sight of hand" (sic), one might argue that the

government is heavy of hand. Was not Richard Bellaire's point that research funding may be victim of a sleight of hand?

Robert J. Woodham
Dept. of Computer Science
University of British Columbia

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Quebec: la démolition tranquille

by Donald C. Savage
CAUT Executive Secretary

Has Bill Bennett been reborn on the banks of the St. Lawrence?

This summer, after the Quebec National Assembly was prorogued, the Bourassa government released, during a period of six days, three dramatic reports on the future of Quebec written by prominent businessmen closely associated with the regime.

The first report was sponsored by Pierre Fortier, the minister responsible for privatization. It recommends sweeping privatization of government agencies. The second, headed by Reed Scowen, parliamentary assistant to the Premier, recommends deregulation. The third, headed by treasury board chief Paul Gobeil, studies administrative efficiency and recommends the regrouping, abolition or fusion of some 200 agencies. In essence, the reports argue that the intervention of the Quebec state during the Quiet Revolution was necessary to defend the interests of the Quebecois. Now, however, with the development of a viable francophone presence in the private sector, this structure is no longer necessary.

Jacques Parizeau, the former Finance Minister of the Parti Québécois, has stated that the reports are the most important since the Parent Commission revolutionized education 20 years ago. The three committees charged with producing the reports were composed of businessmen and those who support their views. There were no representatives from other groups in Quebec society.

At first glance, it might seem that these reports have little to do with the universities. However, the Gobeil Report addressed education in general and universities in particular. Mr. Gobeil, it should be noted, wants to reduce the deficit to zero by 1990. His report has received by far the greatest play in the Quebec press.

The general thrust of the Gobeil Report's section on education is to encourage a free market, to impose quality from the top, and to increase the workload of all teachers and professors. At the primary and secondary school level and eventually at the CEGEPs, this would involve adopting a system of vouchers for parents who could then choose to educate their children in private or public institutions. At the university level it would involve tripling the fees to discourage frivolous students while increasing the availability of loans and grants.

The report recommends that the workload of primary and secondary school teachers be increased by 15%, that the workload of CEGEP (similar to community colleges elsewhere in Canada) teachers be adjusted so that it is in line with that of secondary school

teachers, and that the workload of university professors be increased to nine hours of teaching per week. This would save \$135 million on the university budget by eliminating redundant professors.

Despite the enthusiasm of the authors for decentralization and deregulation, they recommend the creation of a provincial agency to control quality in education. At the university level, the report also recommends the abolition of the central agency of the Université du Québec and the transformation of each campus into an autonomous institution.

Other changes would also touch the universities and their faculty. The authors of the Gobeil Report wish as much as possible to remove the province from cultural undertakings. The report proposes a slow death for Radio Québec. It also proposes the transfer of many institutions such as museums to the municipalities. It recommends the abolition of virtually all consultative agencies, including those for universities and colleges, as well as those for science and technology, the arts, public libraries, research on forestry and on the environment, and the like. Some would be absorbed into existing ministries.

In the area of research and development, it recommends restructuring. Seven organizations involved in various areas of research would be abolished, as would be a number of institutes. The report then proposes the creation of two new organizations, one to finance fundamental and applied research and the other research and development.

It demands the rationalization of health education and the abolition of one faculty of medicine, without suggesting which one.

Faculty members would be personally affected by the recommendation that the first \$2,000 of health care be treated as a taxable benefit.

Finally, the Scowen Report would affect unionized faculty in the sense that the report favours diminishing the power of unions while enhancing that of management. In particular, it recommends far-reaching suggestions to diminish the effect of occupational health and safety legislation and to introduce "more flexible standards". It would also affect the ability of professional groups such as lawyers to set minimum fees and to regulate advertising.

On the university front, FAPUQ immediately protested the total lack of consultation with the university community. CAUT supported this protest. Both student groups (RAEU and ANEC) opposed the proposal for dramatically increased fees.

François Tavenas, the Dean of the Faculty of Science and Engineering at Laval, replied to the recommendation on workload in *Le Devoir* (for full text, see p. 10).

Dr. Tavenas observed that

the Gobeil committee had a very narrow view of universities and had proposed a rudimentary analysis of workload. He pointed out that faculty/student ratios in Quebec were among the highest in Canada and that the number of university students has grown dramatically in recent years, while professorial posts have remained frozen. He suggested that the figure in Quebec in 1983/84 (the last available data) was 18:34 and was now certainly even higher. This compared with 9:13 in the major universities in the United States, 8:10 in Britain (despite the Thatcher cuts), and 6:8 in Japan. In his view, the proposals would reduce the quality of education, particularly in science and engineering, an area which demands a high faculty/student ratio.

Dr. Tavenas also pointed out that, while Quebec has caught up with the rest of the country in the registration of undergraduates, it has not done so at the graduate level. The reduction in the number of professors would inevitably cripple this area since it is highly labour intensive. He underlined the point that at Laval the university faculty attract large research grants and thus have an important effect on the local economy. Cutbacks in faculty and increased teaching hours would mean fewer research contracts.

Finally, he stated that the analysis of the committee was a caricature. The criteria chosen ignored some of the essential work of the university, namely the creation of researchers and the development of knowledge. If the measures proposed were carried out, he said, the result would be to make Quebec incapable of meeting its needs in highly specialized manpower and the development of technology. Quebec would then have no hope of being competitive in world markets.

In a separate article in *Le*



Reed Scowen



Paul Gobeil



Pierre Fortier

Devoir, Pierre Sormany pointed out one of the results of such proposals not noted by the press: the concentration of power in the hands of the ministers and senior bureaucrats. Certainly, if the recommendations were followed up, the scope of the state would be reduced. At the same time, however, the measures would lead to the abolition of virtually all consultative agencies such as those for universities and colleges and the absorption of specialized agencies by existing ministries. The power of the regular civil service and that of the ministers would be immensely increased in the areas in which they continued to be involved. The consequences would be a more traditionally bureaucratic approach and, perhaps, a more political one as well.

University researchers, Mr. Sormany said, recall with horror the days when the program for research assistance was part of the higher education division of the Department of Education. Each research proposal had to go through 17 stages of approval, including that of the deputy minister.

Where does all this leave the parliamentary commission on higher education which will be starting its work this fall? Claude Ryan, the minister responsible, has been somewhat upstaged in his own

domaine. In addition to the three reports, there have been cuts to the university budgets and covert fee increases despite Liberal electoral promises to the contrary. Only time will tell whether the President of the Concordia University Students Association was correct in his reaction: "Why bother with the hearings now. It appears to have been decided." FAPUQ will, nevertheless, be appearing before the Commission.

The reports also generated an immediate and vigorous debate on the general theme of the role of the state in Quebec society. Catchy slogans appeared immediately — "La démolition tranquille", "de l'état providence à l'état Provigo (the President of the Treasury Board was formerly head of the Provigo grocery chain). The Conseil du Patronat wanted more, particularly the effective dismantling of all health and safety regulations.

But the most vigorous attack from the Right came in a series of four articles in *Le Devoir* by Pierre Lemieux, the Director of the Institut économique de Paris à Montréal and author of *De libéralisme à l'anarcho-capitalisme*. Mr. Lemieux characterized the reports as timid tinkering without a true philosophic basis grounded in neo-liberalism. The state, he

argued, should only be involved in public protection such as the police, the courts and the military and, perhaps, assistance to the truly poor. All else should be left to the sovereign individual. The fundamental error of the reports was the failure to abolish such constraints on liberty as environmental legislation, to limit the powers of trade unions and to end public control of health and education which are the most expensive functions of the provincial government. Bill 101 should be abolished. There is no such thing as "l'intérêt du Québec" but only the interests of individuals.

Jean-Paul L'Allier, a former Liberal cabinet minister, noted that the Gobeil Committee made recommendations concerning 300 structures and functions of government with, at most, 50 hours of work, i.e. ten minutes for each subject considered. In the editorial columns of *Le Devoir*, there were complaints that ideology had supplanted reason and proof, and that in areas such as labour relations the reports were superficial and pretentious. The government needed to correct excesses, not lead a crusade.

Lise Bissonnette, a former editor of *Le Devoir* and now

See REPORTS/10

Est-ce que Bill Bennett se serait réincarné sur les rives du Saint-Laurent? Cet été, après la prorogation de l'Assemblée nationale du Québec, le gouvernement Bourassa a rendu publics trois rapports, en l'espace de six jours, sur l'avenir du Québec. Ces rapports sont l'œuvre de gens d'affaires bien en vue, droitement associés au gouvernement.

Le premier rapport, dirigé par Pierre Fortier, le ministre responsable de la privatisation, recommande la privatisation radicale des organismes gouvernementaux. Le deuxième, dont Reed Scowen, adjoint parlementaire du premier ministre, était responsable, recommande la déréglementation. Enfin, le troisième, dirigé par Paul Gobeil, le président du Conseil du Trésor, se penche sur l'efficacité adminis-

trative et recommande le regroupement, l'abolition et la fusion de quelque 200 organismes. Par essence, les rapports soutiennent que l'intervention de l'État québécois pendant la Révolution tranquille était nécessaire pour défendre les intérêts des Québécois. Cependant, cette intervention ne l'est plus puisque que les francophones sont de plus en plus présents dans le secteur privé.

Le présent article commente les conséquences des recommandations des trois rapports sur le milieu universitaire ainsi que les réactions qu'ils ont suscitées dans la province. Voir aussi, dans ce numéro, les articles de Lise Bissonnette, de Devoir, et de François Tavenas, doyen de la faculté des sciences et de génie à l'Université Laval, à Québec.



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Le hoquet des repus

par Lise Bissonnette

Cet article est paru dans Le Devoir. Il est publié dans Le Bulletin avec la permission du rédacteur.

Dans la haute fonction publique, le rapport Gobeil sème la consternation officielle, et sincère. Quand on a passé toute sa vie adulte en compagnie du glorieux concept de "l'Etat québécois", unique et singulier au Canada et en Amérique du Nord, le chemin qu'on vous propose, vers un nouvel Ontario sur les bords du Saint-Laurent, est bien peu exaltant. Ils l'ont tous lu, dans les ministères et les agences, cette courte bible du "groupe de travail sur la révision des fonctions et des organisations gouvernementales", et ils ont tendance à en exagérer le potentiel de destruction. "Il ne s'est rien écrit de pire, contre le Québec, depuis le rapport Durham", me dit l'un avec une conviction telle qu'elle oblige à la lecture.

Certes, les 47 pages que la banque et la grande épicerie proposent à notre réflexion n'ont rien pour inviter la jeunesse à valoriser l'Etat québécois. Haché, trituré, réduit à sa plus simple expression de distributeur de soupe populaire puisqu'il en faut, ce n'est plus l'endroit où les jeunes gens bien devraient avoir envie d'aller, sauf pour une spectaculaire et temporaire opération de nettoyage, comme cela semble le cas pour M. Gobeil lui-même. Mais justement, à la différence du rapport Durham et de sa grandiose et insidieuse inspiration, celui-ci ne fixe aucun horizon. Il recure, réorganise, rationalise, change des ampoules et déplace des meubles, et s'il affaiblit l'Etat québécois de surcroît, c'est moins par volonté que par indifférence.

Il ne se pas si terribles, les auteurs, les Lortie, Bélanger et Marcoux, ces garçons aujourd'hui d'âge mûr, qui ont surfé sur la révolution tranquille à tous ses meilleurs

moments: quand on s'éduquait sans s'inquiéter du financement universitaire, quand on entraînait dans la fonction publique avec autant de facilité qu'on entre chez soi, et quand on en sortait avec une réputation pour mieux arriver enfin dans l'entreprise au moment où les dernières barrières levaient devant les francophones, soudain en demande effrénée. Comme l'autre classe, mieux connue, des parvenus de la révolution tranquille, ceux de la fonction publique et parapublique, ceux de l'enseignement et de l'établissement syndical, que nous avait si bien révélés Jacques GrandMaison, ils sont repus, assez contents, ils ont désormais bien des choses à perdre, et ils referment quelques portes derrière eux. La différence, c'est que leur discours de groupe était moins cohérent que ceux de leurs vis-à-vis. Maintenant, il se construit muet, et il le devient. Aussi prévisible que l'autre et aussi intéressant.

Il y a des traces de "grilles" partout. Des grandes grilles, comme celle qui veut que tout ce qui est privé soit plus efficace que ce qui est public. Et des plus petites, qui passeront devant l'œil non averti comme des innovations mais qui entraînent dans le paysage depuis longtemps: les "bons" d'éducation, par exemple, qu'on donnera aux parents pour qu'ils fassent instruire leurs enfants dans l'institution de leur choix, et qui transformeront et les parents, et les écoles et le système en agents plus responsables. Ou encore le truc plus récent de la municipalisation des fonctions de l'Etat: tout ce qui dépasse est balayé dans les mairies régionales ou locales. Musées coûteux, conventions collectives épineuses, CLSC, régie du logement, audiences publiques sur l'environnement dans dix ans, il faudra aux malheureux édiles des cités et villes un comité "d'experts indépendants", comme dit M. Bourassa, pour dégraisser la

part de leur produit municipal brut qui sera tout largement consacrée à leurs dépenses publiques, et à leurs fonctionnaires.

Quant aux intérêts de ce groupe, ils se camouflent moins que d'autres, c'est la grande vertu de leur texte. Ils ne maîtrisent pas encore l'art de faire passer leur bien pour le bien commun, comme il se pratique depuis longtemps dans l'autre "nouvelle classe".

Un chapitre traite des conseils consultatifs. Il réclame d'en abolir une vingtaine et n'en rescaye que quatre. Celui du statut de la femme, et celui des communautés culturelles sont sauvés, il y a des choses qui ne se font pas encore, tout de même. Le Conseil supérieur de l'éducation passe tout juste l'examen, à condition qu'il intègre les deux autres, celui des universités et celui des collèges, ce qui n'est pas une mauvaise idée pour favoriser, comme ils disent, "l'intégration des divers niveaux ou ordres d'enseignement". Mais cette logique implacable souffre une exception. Il faut un nouveau Conseil, celui de l'enseignement privé. Une addition au lieu d'une coupure, une distinction au lieu d'une intégration. Dites-nous où les gens de votre classe envoient leurs enfants, et nous vous dirons ce que vous proposez à l'Etat.

Un chapitre traite de la recherche et des fonds qu'il consacre le gouvernement. Il décreète que les multiples sources de subventions des ministères devraient être regroupées en deux organismes, l'un qui soutiendra la recherche fondamentale et appliquée, l'autre la recherche et développement (R-D). Solution cartésienne et intelligente, qui s'accompagne du

retrait de l'Etat de toute activité directe de recherche. Les beaux centres de MM. Paquette et Bérubé retourneront dans leurs berceaux naturels, l'université ou l'entreprise. L'Etat ne s'interrogera plus sur les applications pédagogiques de l'ordinateur, ou sur la valorisation de la biomasse. Il n'y a, ici aussi, qu'un seul survivant: le Centre de recherche industrielle du Québec (CRIQ) qui, par coïncidence sans doute, est celui "qui assiste les entreprises dans leur développement technologique".

Des chapitres traitent des organismes de régulation ou de surveillance. Les néolibéraux de stricte observance y trouvent beaucoup à chicaner, puisqu'ils maintiennent une régie des permis d'alcool, ou une commission de police, ou un comité de protection de la Jeunesse. Mais tout ce qui agace l'entreprise québécoise plus directement passe plus ou moins au bistouri: la Commission de protection de la langue française qu'on veut intégrer à l'Office de la langue française, dont on coupera les budgets quelques pages plus loin; le Bureau d'audiences publiques sur l'environnement qui passera aux municipalités si elles sont assez masochistes pour en vouloir; la Commission d'accès à l'information gouvernementale encore trop jeune pour disparaître mais qu'on tabletera en lui enlevant son pouvoir de décision; la Commission de la santé et de la sécurité du travail qu'on révisera complètement, parce que ce régime est "totalement inéquitable et malsain". Et pourquoi ne serait-ce pas la Régie des loteries et courses du Québec, intacte dans le rapport Gobeil, qui serait "totalement in-

équitable et malsaine" dans une société civilisée? Parce que c'est, justement, le rapport Gobeil, et que son expertise est à peu près aussi "indépendante" des ses intérêts que vous et moi le sommes de l'air que nous respirons.

C'est ainsi qu'on balisera, s'il en reste, les rapports de l'Etat à la culture. Cette fois, les grilles recouvrent au surplus une ignorance qui doit être un effet pervers de la contre-culture, malheureux accompagnement de la révolution tranquille. Ce serait "contraire à ce qu'on observe dans plusieurs pays", écrit-on d'une plume alerte, que certains équipements et surtout les musées, relèvent des gouvernements plutôt que de nos mairies fourre-tout ou du secteur privé. Heureusement que M. Gobeil ne diffuse pas sa littérature à travers toute l'Europe et les multiples musées nationaux de chaque pays, ou même au Canada qui est en train, à grands frais, de se donner les plus importants musées "nationaux" du continent; il ne fera pas fureur de lui, d'autant qu'il propose au surplus de municipaliser le Musée des Beaux-Arts, celui de la Civilisation, et le Musée d'art contemporain, qui n'aurait pas de "vocation à l'échelle de tout le territoire".

Mais les disparitions culturelles ne s'arrêtent pas là. Le comité recommande par exemple l'abolition de l'Institut québécois du cinéma, et celle de la Société de développement des industries de la culture et des communications, tout en souhaitant généreusement que cette dernière soit intégrée à la Société de développement industriel (SDI), qui s'occupe aussi de prêts et de subventions à l'entreprise. Mais dans la deuxième partie du rapport, la SDI

se fait démolir pierre par pierre. Les sages trouvent que les prises de participation de la Caisse de dépôt et les prêts de dernier ressort de la Banque fédérale de développement pourraient bien suffire dans certains cas, alors que les sociétés de placement et les régimes d'épargne-actions devraient satisfaire la plupart des petites et moyennes entreprises. Vous avez déjà vu la Caisse de dépôt ou la Banque fédérale dans une petite entreprise culturelle? Quant à la génération des REA, elle a produit effectivement des perles comme Provigo, bien connu et bien dirigé par l'un des auteurs du rapport, mais ses intérêts se sont guère plus occupés.

Tout le chapitre de l'aide aux entreprises a la même indécence. Après eux le déluge. Les producteurs agricoles sont trop subventionnés, les investisseurs étrangers aussi même quand ils créent des centaines d'emplois, et seuls les REA échappent à toute critique, comme s'ils ne coûtaient rien à l'Etat québécois et n'étaient que pures "forces du marché".

Une fois qu'on a relu leur texte à la lumière de leurs intérêts, les sages de M. Gobeil deviennent moins sages, plus ordinaires, et peut-être plus inoffensifs. L'autre nouvelle classe est sortie du bois, elle a ses propres incantations, ses propres automatismes, et elle se donne jour après jour ses nouveaux clercs. Elles gagneront peut-être un retour du balancier, il en faut. Mais les vrais sages seront ceux qui sauront la décider, comme la précédente, et ne pas se laisser intimider. Ils seront peut-être aussi d'une autre génération que celles des revenus de la révolution tranquille.

Québec gov't cuts university budgets

by Donald C. Savage

The new Liberal government in Quebec has cut university budgets for 1986/87 by \$33.6 million or 3.5%. During the summer the Council of Quebec Universities, one of the consultative agencies which the Gobeil Committee recommended for extinction, noted that the announced operating increase of 2.7%, prior to this cut, was in fact itself a decrease of 1.7% when additional enrolment and expenses are considered. The amount of funding per student has dropped from \$5,295 to \$3,518 since 1978/79 — a decrease of 33%. The Council reported that "it is no longer possible to ask the universities to do more with less without compromising the quality of their operation."

At the same time the Ministry of Higher Education issued a statistical report which shows a 54% increase in the number of university students between 1974 and 1984. There is no reason to suppose that the trend altered between 1984

and 1986.

Meanwhile during the summer the provincial Young Liberals urged the government to make changes in the universities. At their annual congress, they called on the government to restrict access to faculties in the area of social sciences, culture and education which were no longer of use to Quebec society and to expand the number of places in business administration, computer programming and bio-technology. This would be in tune with the predictions of some of Premier Robert Bourassa's ministers but would, of course, leave many redundant professors in the disciplines to be dispensed with. The solution to this problem for the Young Liberals was the abolition of tenure so that such professors could be easily fired.

The resolutions generally followed the tactic of the student leadership at the Université de Montréal which this year called for a freeze on fees which would be paid for by in-



University of Montreal

creasing the workload of university professors. All this was done by the Young Liberals within a general perspective of alarm over the costs the young will bear in maintaining the elderly in the future and the need to eliminate the privileges of both the elderly and the middle-aged. It was, however, difficult to see how this zeal for direct government regulation squared with the Bourassa government's enthusiasm for deregulation. It

was also striking that these resolutions were adopted at almost the exact time as the English-language media in Canada was carrying stories of the dramatic drop in applications for courses in computer programming and accounting.

The Quebec media, other than Radio Canada, generally ignored these resolutions and preferred to discuss the proposals of the Young Liber-

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a columnist and writer, responded to the reports in several scathing articles. The first, which is printed elsewhere in the *Bulletin*, suggested that the authors themselves were quick to use relatively free access to higher education and good jobs in the civil service to create their reputations, which in turn has allowed them to secure well paid posts in the private sector. Now that they have arrived, they wish to slam the doors behind them. She suggested that the authors have learned the trick of subsiding the public interest with their own, in recommending, for instance, an advisory council on private education and increased state subsidies for private schools where they, of course, send their children. The authors, she said, have criticized the level of subsidies for agriculture but ignored the constraint on the free market involved in giving tax preference to Quebec shares — which has allowed, among other things, Provigo to develop as it has.

In a second article devoted to the neo-liberals such as Pierre Lemieux, she noted the tendency of the Quebecois to substitute secular religion for revealed ones. Philosophy becomes a doctrine to exclude all other thought; economics a catchism.

In a third article, M. Bissonette pointed to the miserly contributions to culture given by Quebec companies such as Provigo and the Banque Nationale. "En tous cas", she said, "à la place de M. Bourassa, je créerais un quatrième comité d'entrepreneurs, chargé cet fois de se demander ce que l'entreprise fera pour le Québec, quand le Québec aura fini de faire des choses pour elles".

Jacques Parizeau offered another perspective to the issue in *La Presse*. He applauded that part of the report which called for specific measures to make the state more efficient, more competitive and more responsive. He had already supported the attempts of the Liberals to curb the use of the welfare system, favouring user payments to cut down frivolous abuse. But, Mr. Parizeau poured cold water on the assumptions of the authors which led them to their recommendations for massive privatization, reduction of services, and deregulation. He pointed out that virtually all comparisons had been made with Ontario and the United States, but that the annual percentage increase of privately invested funds has remained about the same since 1979 in the two provinces, as has the percentage of provincial gross product invested privately.

Mr. Parizeau noted that it was true that taxes were lower in the United States but, he pointed out, health costs were higher and had to be paid by Americans privately in addition to their taxes. President Reagan, he noted, is committed to private enterprise but, in fact, subsidizes business through a vastly increased defence budget. It is still a government subsidy, whatever

label one puts on it. He might have added that foreigners are excluded from these contracts and that they also provide a very substantial sum of money for basic and applied research. The Americans are more pragmatic than they seem. One should, he concluded, defend the social gains of Quebecers and also the areas in which the government has intervened successfully in the economy through such agencies as the Caisse de dépôt, "Évions de jeter le bébé avec l'eau du bain".

For his part, Premier Robert Bourassa has remained largely enigmatic in his response to the issue. Before the reports came out, he said, in an interview with *La Presse* that "l'état n'est pas un business" and that, in judging the reports, he would have to use other aspects of reality whether social, political or cultural. It should be noted that, unlike Bill Bennett, he has not introduced a barrage of legislation, but rather a series of reports. Nor has he set himself up as the leader of a campaign against the civil service, education and public health. In this light, he has been quick to distance himself from the notion of health costs as a taxable benefit. Meanwhile, he is evidently waiting to see the reaction.

The reports are clearly the wish list of the business community. The Premier can hardly afford to ignore them since he recruited the authors and other prominent businessmen into his party before the election. Will these reports simply produce an orderly and more civilized version of Bill Bennett's dream, or will the government actually maintain and develop the essential core of social services, such as education, while pruning the excesses of the past?

But the Premier must also consider political reality.

What is that political reality? The reports certainly would suggest that Mr. Bourassa has closer affinities to Brian Mulroney than to John Turner. The situation also leaves the Parti Québécois in an awkward position. Pierre-Marc Johnson has been trying to rebuild the PQ as a moderate conservative party. If the Liberals move massively to the Right, will the PQ have to rediscover social democracy? Mr. Bourassa will certainly recall that such was the route to power for the PQ in the 1970s.

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als to increase the birthrate by tax discrimination against childless couples. However, as Marcel Adam pointed out in *La Presse*, the Young Liberals are an important part of the party. They were very visibly present in the election campaign in Montreal.

After the election, they succeeded in eliminating the discrimination against those under thirty in provincial welfare benefits. But as Mr. Adam also said, they failed in regard to university fees. They convinced the party to campaign on a platform of maintaining the existing low Quebec student fees. But the



par François Tavenas

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La rapport du groupe de travail sur "la révision des fonctions et des organisations gouvernementales" présidé par M. Gobeil présente une vision décidément bien étroite de l'activité des universités en limitant ses commentaires sur leur administration à une analyse rudimentaire de la tâche professorale.

Réduire l'efficacité du réseau universitaire à la seule question du nombre de cours dispensés par chaque professeur et recommander une augmentation substantielle de ce nombre d'heures de cours reflètent une profonde incompréhension du rôle des universités et des besoins du Québec en matière d'enseignement supérieur.

Voyons donc comment se situe le Québec sur ce plan. D'après les statistiques disponibles, en 1983-84 le nombre d'étudiants équivalents à temps complet par professeur s'établissait à 18,34 en moyenne au Québec. Depuis ce moment, la croissance des clientèles s'est poursuivie alors que les contraintes budgétaires ont imposé un blocage du nombre des professeurs; par conséquent, le ratio étudiant/professeur se situe actuellement certainement au-delà de 18 pour l'ensemble du réseau. Des variations de ce ratio peuvent être notées d'une université à l'autre et, surtout, selon les secteurs disciplinaires. Ainsi, dans le domaine des sciences et du génie, les données récentes montrent que ce ratio dépasse 20 dans la majorité des domaines en expansion rapide (génie électrique, informatique, mécanique) et qu'il subit une croissance des années 80. Avec de tels chiffres le Québec se situe pratiquement en tête au niveau mondial pour la quantité d'étudiants par professeur. Effectivement, la majorité des pays industrialisés disposent de plus de professeurs pour former leurs étudiants de niveau universitaire. Dans le domaine des sciences et du

gouvernement decided to allow the universities to charge more by the back door through so-called administrative charges. The Gobeil Commission also ignored the party platform and called for substantial increases in fees. The Young Liberals may find that they are riding a rather different sort of tiger than they expect.

The minister responsible, Claude Ryan, widely regarded as the most knowledgeable and most sympathetic of provincial ministers, has made it clear that the investigation by the parliamentary commission on higher education this fall will be exhaustive.

Effets négatifs du rapport

génie, le Québec présente le plus haut ratio étudiant/professeur de toutes les régions du Canada. De façon générale, pour l'ensemble des champs de formation universitaire, le ratio moyen canadien est de l'ordre de 16; les grandes universités disposent d'un professeur par neuf à 13 étudiants aux États-Unis ou par huit à 10 étudiants en Angleterre; au Japon et en Chine, le professeur forme en moyenne six à huit étudiants.

Nous voici donc en présence d'une image complètement inversée par rapport à celle présentée par le comité Gobeil: non seulement les professeurs des universités québécoises ne sont pas moins occupés que leurs collègues ontariens ou américains, mais ils sont en fait parmi les plus "productifs" au monde en plan de la formation des étudiants de leur cycle. L'erreur d'analyse du groupe de travail est donc extrême et elle ne pouvait que conduire à une recommandation dangereuse.

Selon le groupe de travail, l'accroissement du nombre d'heures de cours de six à neuf par semaine permettrait une "économie" de \$135 millions. Il faut bien comprendre qu'une telle "économie" implique certainement une réduction du corps professoral. Essayons donc d'analyser les effets prévisibles de cette "économie" en tenant compte de l'ensemble de la tâche professorale, c'est-à-dire non seulement l'enseignement mais aussi l'encadrement des étudiants de maîtrise et de doctorat et les activités de recherche.

Réduire le nombre de professeurs conduira inévitablement à une augmentation du ratio étudiant/professeur qui, on l'a vu, est déjà un des plus élevés au monde. On pourrait se féliciter de cette performance si elle ne se traduisait pas, en fait, par une attaque de la qualité de la formation donnée aux étudiants: multiplication des cours magistraux donnés à de grands groupes, réduction de l'encadrement des activités de laboratoire et de projet, dépersonnalisation de la relation étudiant-professeur. Il faut réaliser que la formation universitaire, avec son degré de spécialisation nécessaire, son évolution rapide au rythme du progrès des connaissances, en particulier dans le domaine des sciences et du génie, ne peut s'accommoder des ratios étudiants/professeurs que l'on retrouve statutairement au niveau secondaire ou collégial; or, les ratios actuellement observés dans les universités sont déjà supérieurs à ceux appliqués dans les cégeps.

Ceci dit, il est essentiel de ne pas limiter l'analyse au seul domaine de l'enseignement de premier cycle, puisque celui-ci ne représente qu'une partie de la fonction universitaire. Le vrai problème de l'enseignement universitaire au Québec se situe aux niveaux de la maîtrise et surtout du doctorat. En effet, toutes les études démontrent que le Québec a pratiquement rattrapé son retard dans

la scolarisation de sa population au niveau du premier cycle mais qu'il continue de former proportionnellement beaucoup moins de spécialistes munis de maîtrises et de doctorats que les autres provinces canadiennes et tous les autres pays industrialisés. C'est là que se situe le défi des 10 prochaines années: accroître notre scolarisation aux 2e et 3e cycles pour doter la société québécoise des experts dont elle aura besoin pour rester compétitive dans le développement technologique et économique mondial. Or la formation aux niveaux des 2e et 3e cycles exige des ressources professionnelles importantes. Il est en effet difficile de confier en moyenne plus de cinq étudiants admissibles à chaque professeur, dans les conditions actuelles de disponibilité de ces professeurs. Ainsi, la mise en oeuvre de la recommandation du comité Gobeil aura un double effet néfaste. En augmentant la charge de cours de chaque professeur, elle réduira sa disponibilité pour l'encadrement des étudiants gradués; en diminuant le nombre de professeurs, elle réduira bien entendu le personnel d'encadrement. Dans tous les cas, c'est la capacité de survie du Québec comme pays industrialisé qui serait remise en question puisque nous ne formerions pas le personnel scientifique nécessaire au développement d'une technologie compétitive.

Un professeur d'université n'a pas pour seules fonctions de donner des cours ou d'encadrer et de former des étudiants de maîtrise et de doctorat. C'est aussi un des artisans importants de l'effort de recherche et développement du pays. Pour bien situer l'importance de cette activité, il n'est pas inutile de souligner qu'une unité comme la faculté des sciences et de génie de l'Université Laval obtient et dépense annuellement environ \$11 millions de subventions et plus de \$4 millions de contrats de recherche, soit en moyenne plus de \$60,000 par professeur. En d'autres termes, chaque professeur génère des activités qui se traduisent en salaires d'assistants, en achats de services et d'équipements dont le montant annuel est supérieur à son salaire. La recherche universitaire a, bien sûr, d'autres effets que ce simple mouvement financier, aussi important soit-il. Du génie minier à la technologie spatiale, il n'est pas un domaine de l'activité humaine qui ne reflète directement les progrès réalisés grâce à la recherche universitaire, et la multiplication des conférences, colloques et autres séminaires — ainsi que des publications scientifiques — est là pour illustrer l'importance du développement scientifique et de l'accélération de son rythme. La survie des pays industrialisés passe nécessairement par l'accroissement de leur potentiel de recherche et le développement de la qualité de leurs chercheurs.

Quels effets aurait la mise en oeuvre de la recommandation du groupe de travail? Ils

sont triples et tous négatifs pour le Québec. D'une part, la réduction du nombre de professeurs, donc de chercheurs, se traduira par une diminution du nombre de candidats aux subventions des organismes fédéraux, réduisant encore la proportion des fonds fédéraux qui reviennent au Québec. Or on sait que le Québec reçoit moins de 20% des fonds de recherche fédéraux; notre priorité devrait donc être de tout mettre en oeuvre pour accroître ce pourcentage à un niveau plus conforme avec l'importance démographique de notre province dans le Canada. D'autre part, la réduction du nombre de chercheurs se traduira par une diminution globale des dépenses de recherche avec les implications que cela peut avoir sur les circuits économiques: à titre d'exemple, les quelque \$45 millions de subventions et contrats de recherche reçus annuellement par l'Université Laval sont loin d'être une quantité négligeable dans la vie économique de la région de Québec. Enfin, la diminution de la disponibilité des professeurs soumis à des tâches d'enseignement accrues se traduira inévitablement par une réduction globale de la capacité de recherche du Québec. Il est en effet important de réaliser la place très importante occupée par la recherche universitaire dans un milieu industriel constitué dans une large mesure de PME, avec un potentiel de recherche limité et de multinationales dont les structures de recherche sont souvent situées à l'étranger.

Enfin, il est évident que, sous l'obligé de constater que:

□ Le groupe de travail sur la révision des fonctions et des organisations gouvernementales a procédé à une analyse caricaturale des fonctions universitaires;

□ Le critère choisi par le groupe de travail pour évaluer l'efficacité du réseau universitaire québécois ignore les aspects les plus déterminants d'une véritable évaluation de la productivité de ce réseau et néglige de tenir compte de ce qui constitue la majeure partie de la tâche professorale: la formation des chercheurs et le développement des connaissances;

□ Contrairement à ce qui ressort du rapport, les professeurs des universités du Québec ont des charges d'enseignement plus lourdes que la plupart de leurs confrères en Ontario, en Amérique du Nord et à travers le monde;

□ La mise en oeuvre de la recommandation du groupe de travail conduirait inévitablement à l'incapacité du Québec de faire face à ses besoins en personnel hautement spécialisé et en développement technologique et, par conséquent, à l'incapacité du Québec de se maintenir en position concurrentielle dans le cercle restreint des pays industrialisés.

Il me reste à espérer que les autorités politiques feront preuve de plus de sagesse qu'un comité dont les "sages" se sont, à certains égards, transformés en apprentis sorciers.

CAUT responds to gov't scheme for granting councils

The following letter was sent by CAUT to Finance Minister Michael Wilson in response to the recently announced federal government's matching grants scheme for funding of the three federal granting councils. See also editorial — page 2.

Thank you for your letter concerning the matching grants scheme of the federal government. We were very pleased to see that the government decided to make significant changes in the original document in the direction recommended by the Canadian Association of University Teachers and other members of the academic community. In particular we welcome the decision that for the purposes of this proposal all grants need not be directed to the Councils but may be made to individual universities, that gifts in kind will be counted and will generate matching funds, that the definition of the private sector has been enlarged, and that unconditional grants as well as targeted donations are allowed. We are pleased that you have allowed a reasonable budgetary flexibility to the Councils in starting up this new arrangement. We also welcome the evident desire of the government to avoid unnecessary bureaucracy and red tape.

There is no doubt that the system of consultation put in place by the government on this issue has been very efficient and useful. CAUT particularly welcomed the chance to discuss details of the proposal with your officials both on the telephone and at the meeting of the National Consortium of Scientific and Educational Societies. We noted that at the meeting of the Consortium your officials were able to give assurance that section 2(a) would not be interpreted in a narrow mathematical sense but rather in the way suggested by the AUCC in its letter to you, namely "that such contributions will support work that would otherwise not have been undertaken". We would like to see a redefinition along these lines. They were also able to tell us that foreign donations were not excluded by the definition of the private sector. Both of these matters are very important for our members.

We hope that you might consider a further definitional matter. Many of our members in faculties of education are supported in their research by school commissions or departments of education. I think you will agree that this is an area where applied research, which is one of the goals of your new program, could have an important impact on the community. We believe that for the purposes of this proposal such institutions should be considered part of the private sector as crown corporations like Hydro Quebec already are. We also note in this context that certain areas of educational research are the newest target area for strategic grants in the Social Sciences and Humanities Research Council.

We are concerned about the tax status of funds given for research in the social sciences and the humanities. We would like to see those funds treated in the same manner as the natural sciences and engineering. Perhaps a first step would be to examine whether some fields in these areas might not already fall within the general guidelines of the scientific research and experimental development parameters of the current regulations. If this is not done, the Social Sciences and Humanities Research Council may have some difficulty in reaching the targets set out in your proposal.

We will be discussing with the Councils certain of the details of the implementation of these new arrangements, including the matter of a 10% finder's fee for universities and/or researchers who generate funds which we suggested in our earlier interview with Mr. Hartt. We are pleased to see that in these matters the government wishes to preserve the arm's length relationship with the Councils and to give reasonable responsibility to them to work out the exact functioning of the new scheme with the university community.

However, there is one serious problem with the proposals as they now stand. That is the level of the base funding of the Councils. CAUT welcomed the increase in base funds for the Councils for 1986/87. But these funds are now to be cut back from \$81.6 million to \$58.6 million and then frozen through 1990/91. Freezing the funds, of course, means that

they will be cut by the amount of the inflation rate between now and 1991. You will be aware that the scientific inflation rate usually exceeds the normal rate of inflation because of the high cost of imported goods, journals and books.

It will seem to many people that the government is trying to offload its responsibilities in the area of university research onto the private sector rather than creating a scheme by which the private sector will be the engine for entirely new funds in addition to the base funding of the Councils. Many donors will think that they are being invited to make scientific or charitable contributions, not to increase research and development, but to lower the federal deficit. This would be a most unfortunate atmosphere in which to launch an important new initiative such as this.

We think it is absolutely essential that as a minimum the base funds of the Councils be indexed using the year 1986/87 as the base year for calculations. In fact the government should review the proposed Five Year Plans of the Councils which will reveal well argued cases for a substantially higher base figure. The government has generated such good will in the articulation of its matching grant proposal that it would be a great shame if this were to be vitiated by a failure to maintain the base funds of the Councils.

You will recall that the Conservative Party made research and development a central part of the 1984 election campaign. This was clear in Mr. Mulroney's speeches and in the responses of the party to CAUT which were printed in the August 1984 edition of the *CAUT Bulletin*. This struck a positive chord in the university community.

CAUT believes that if the government acts to deal with the question of base funding, it will have gone a long way through this matching grants proposal to meeting its commitments in regard to university research. The university community is anxious to work with the government to increase research and development as quickly as possible. Our future as a nation depends upon it.

Allan R. Sharp
President

Minister promises action on science policy

by Helen Baxter
Bulletin editor

The Minister of State for Science and Technology, Frank Oberle, has promised to produce the blueprint for a new national science and technology policy by early fall.

Mr. Oberle made the announcement at the National Forum on Science and Technology, held in Winnipeg in June. He said he had been given a mandate by the Prime Minister to work out a comprehensive science policy for Canada in consultation with the provinces and concerned sectors of society.

Stressing the need for speedy action in the area, Mr. Oberle said he hoped to be in the position to present a set of recommendations to the federal cabinet by the year's end.

"We are only 162 months away from the year 2000. The countdown is on," he said. "It is only reasonable that at this time you would expect action...I assure you, you will see action."

At the same time, the Minister made it clear that the "action" was not likely to involve increased government spending. The fiscal situation has imposed strict spending limits on the federal government, he said.

Mr. Oberle suggested that federal government money should be primarily used as leverage to bring about greater private sector participation in research and development.

CAUT official and others from the research community who attended the forum welcomed the government's initiative in working toward a

science and technology policy but expressed considerable concern over the government's evident lack of commitment to greater spending in the area.

"We're delighted to see that the government is giving some priority to reworking science policy because it's long overdue," CAUT President Allan Sharp said.

"We intend to continue to make representations to Mr. Oberle during this process."

"However," Prof. Sharp said, "Mr. Oberle seemed to indicate that this would have to be done without any increased funding for science."

"Surely any realistic policy for Canada has to address the issue of funding."

Prof. Sharp pointed to the fact that Canada already ranks far behind other countries, including its major trading partners, in research and development performance. Performance is measured by comparing the gross expenditure on R and D to the gross domestic product. The Canadian ratio was 1.36 per cent in 1983, compared with 2.7 per cent in the United States, 2.61 per cent in Japan, 2.58 per cent in Germany and 2.47 per cent in Sweden.

Despite actual increases in R and D spending over the past two years, Canada's performance when compared to the GNP has seen a gradual decline. The 1986 expenditure represents 1.3 per cent of Canada's GNP, down from 1.34 per cent in 1985.

Higher education's share of research spending is also dropping. According to Statistics Canada, in 1986, only 18 per

cent of all R and D activity will be conducted by universities, while business at 56 per cent will take the major role. From 1971 to 1975, however, higher education accounted for 26 per cent of R and D expenditures and business for only 40 per cent.

Prof. Sharp pointed to inadequate funding for the three federal research granting councils as being a key source of concern for the universities.

Despite prior indications from the federal government that it planned to increase the funding for the granting councils, the 1986 federal budget actually froze the base budget of the councils for the period 1987-88 to 1990-91 at the level of the base budget of 1985-86.

"This situation is just not tenable," Prof. Sharp said. "A great deal more money for research is necessary."

In its report to the forum, *Funding University R and D*, CAUT referred to the government's financial manipulations in devising the budget for the granting councils as an "accounting trick" designed first and foremost to battle the deficit.

The Association said the government's policies in research funding are short-sighted.

"With our present policies, we may well find ourselves masters of the deficit in the 1990s at the expense of being an entire generation behind our competitors."

CAUT, along with other representatives from the university community, alerted the forum to the link between



Frank Oberle

the current decline in university research and the "grossly inadequate base funding for the universities".

In its report, CAUT pointed to the "clear relationship between the funding of university operating revenues and research."

The support of the three granting councils has traditionally covered only the direct, in particular the directly incurred, costs of research. Due to a decade of funding cuts, the ability of universities to pay the indirect costs of research has steadily declined and is now in serious doubt, the Association said.

The CAUT report emphasized that the cuts in funding for the universities and research result from a deliberate choice on the part of government.

"We must not forget that governments continue to make

funding choices. History is full of examples of governments funding pet political projects by simply shifting funds from one area to another.

"The important point is that governments have deliberately chosen to underfund universities and research in Canada. They must be called to account."

Responding to the call for action in this area, the forum adopted a CAUT-sponsored resolution which established the link between university research and base funding.

The resolution called on both the federal and provincial governments to negotiate new funding arrangements that would provide adequate and stable core funding for the universities.

The forum, which was sponsored by the Ministry of State for Science and Technology and organized by the Science Council of Canada, was well attended by representatives from all levels of government, business, research institutes and the universities.

AUSTRALIA THE UNIVERSITY OF WOLLONGONG

Equality of employment opportunity is University policy. Applications are invited for the following position. The University reserves the right to fill any advertised position by invitation.

FOUNDATION CHAIR OF POLITICS

Political studies are offered through the Department of History and Politics with subjects contributed by other Departments. Current subjects include political theory, Australian politics, political methodology and comparative politics, policy studies, political sociology and industrial relations. The appointee will be required to provide academic leadership by taking an active part in both teaching and research and will have a particular responsibility for fostering the research programme. Subject to the consent of the University Council, professors may undertake a limited amount of higher consultative work. Further information from Professor J. Hagan, Dean, Faculty of Arts. Salary is \$A\$58,348 per annum.

Applications should contain details of qualifications, employment history, research interests, publications list and the names and addresses of three referees and should be forwarded to the University Secretary, The University of Wollongong, P.O. Box 1144, Wollongong, New South Wales, 2500, Australia. Please mark envelope 'Confidential - Appointment'. Further information is available from Mr. R.M. Walker, Academic Appointments Officer (042) 27 0934, or Telex A29022.

Applications close September 30, 1986.

U of T Architecture Faculty to be separate college?

by Victor Sim
CAUT Associate
Executive Secretary

A Task Force appointed by President George Connell to advise him on the possibility of establishing an independent College of Architecture and Landscape Architecture at the University of Toronto has suggested that the idea has merit and that it could be a "creative experiment" provided the university had a "strong influence over the likely academic outcomes". The Task Force was asked to assess the merits of a college affiliated with the university and to recommend an appropriate organization for a new college if one is established.

The Task Force was appointed in the spring when a recommendation to the Governing Council from the President that the faculty be closed in 1990 ran into stiff opposition in two senior committees of the council.

The University of Toronto Faculty Association (UTFA), supported by CAUT and OCUGA, condemned the President's recommendation in February and urged that there be an outside review of the Architecture programs before any action was taken. Representatives of the three faculty organizations submitted briefs to, and appeared at hearings conducted by the Academic Affairs and Planning and Resources committees of the Governing Council. The President's recommendation had been made without consulting the faculty, students or members of the

profession at large. It suggested that the Faculty was not meeting the standards of excellence expected in the University and that millions of dollars would be needed to upgrade the programs, faculty and physical facilities.

The Faculty is the oldest in Canada and the only one in Ontario offering a graduate degree. It has 30 faculty members and more than 300 students. It has been plagued by internal problems in recent years and has not had a permanent Dean for four years. It has recently been functioning under internal trusteeship.

The Task Force report concludes that the establishment of an affiliated but autonomous college would allow the university to maintain its historic ties with the architectural profession while providing opportunities to solve problems which have proved to be intractable under the present structure. The authors cite the "...dissatisfaction of the University and professional groups with the quality of academic management in the Faculty" and suggest that "...strife within the Faculty has been so persistent that a new academic enterprise should perhaps be uncoupled from this history". The report also suggests that there is need to "...moderate the influence of current faculty on the structure of the architecture and landscape architecture programs" and suggests that problems within the Faculty are related to "the limited degree of creative collegiality".

The report recognizes that the reallocation of resources required by a changed organizational structure will necessitate "redeployment" of present faculty members. Though it also recognizes the need to maintain tenure for such faculty it suggests that faculty members appointed in the future would not be eligible for tenure in the university but might have tenure within an autonomous college of architecture.

A new college of architecture would teach and evaluate students enrolled within it but degrees would be awarded by the university and courses and programs would be approved by the Academic Affairs Committee of the Governing Council under an affiliation agreement to be negotiated. The university would transfer operating funds to the college in proportion to what is now received by the Faculty less an overhead charge for the provision of university services and programs.

The report suggests a number of benefits to the university and to the profession. A new college could exert "...greater flexibility in staffing, program development, research..." than is presently possible.

The Task Force is, however, concerned about the precedent which would be established by the creation of a new college and about the procedures to be used in assigning present faculty members to positions in a new college or elsewhere in the university. The report also recognizes the difficulty

of attracting well-qualified staff if new faculty members are not to have tenure in the university and perhaps not even in the college.

The report concludes that a new, autonomous college allows the university to "...endorse the continuation of degree programs (in architecture) without incurring costs that place a financial penalty on other divisions of the University". It attempts to answer the question "What could a college permit that is not possible in a Faculty?" It is suggested that a college provides an opportunity for a new start, more flexible faculty career standards, more easily obtained outside funds, and greater co-operation from professional architects. Though the authors review the possibility of a new form of Faculty they are concerned that the creation of a significantly different Faculty model within the university could be divisive.

Commenting on the Task Force report, CAUT President Allan Sharp said: "It is difficult to feel that the arguments in favour of establishing a new College of Architecture will resolve, in a satisfactory way, the persistent problems in the Faculty. I regret, as well, the unsupported criticisms of the present teaching staff and the equivocal statement about the need for tenure in any new institution which is established."

"The report of the Task Force confirms, I think, the views of UTFA, OCUGA and CAUT that a thorough and



U of T Faculty of Architecture

objective examination of the problems besetting the Faculty by uninvolved persons acceptable to the Faculty, the students, the profession and the University is essential if the vital training of architects is to continue, as it must, at Toronto".

Professor Michael Finlayson, President of UTFA, said "the Task Force report is a thin document which suffers from the specificity of its terms of reference. The Task Force was not permitted to discuss the problems in the

Faculty and to propose alternative solutions. It was able only to consider the establishment of a new College as a solution to the problems. Professor Finlayson also indicated that it would be entirely unacceptable to UTFA to establish a new College with no entitlement to tenure for faculty members.

President Connell has invited comments on the Task Force report in preparation for recommendations to the Academic Affairs Committee of the Governing Council in the autumn.

Report pans OISE/U of T merger

A committee of the Ontario legislature has unanimously rejected a proposal by Ontario Treasurer Robert Nixon to merge the Ontario Institute for Studies in Education with the University of Toronto.

The committee on general government said in a report tabled in the legislature that the institute has established itself "as a pre-eminent institution" and "must be autonomous."

The report said public hearings across the province found widespread opposition to Nixon's proposed merger — first made in his October 1985 budget as a way to reduce duplication of services and cut costs.

"We see no support for the idea that merger will greatly benefit studies in education or that it is a necessary response to any pressing administrative problems at OISE or fiscal needs of the province," the committee said.

The report said that OISE must remain autonomous whether as a formally independent institution, an

autonomous institution affiliated on a long-term basis with the University of Toronto, or an integrated institution comprised of the existing programs and activities of OISE and the Faculty of Education at U of T. This means, the report said, that OISE, whatever organizational form it takes, must con-

trol its own programs, development and priorities through its own independent Board of Governors. It also said an autonomous OISE should preferably have its own ability to grant degrees.

The all-party body was particularly forceful in urging the legislature "to respect the fundamental goals we have

stressed."

A spokesperson for the faculty association at OISE expressed satisfaction with the report's findings. He said the report "affirms that we will not simply become 'TISE' but will continue to perform our role as a province-wide

institution."

The institution enjoys an international reputation in educational research. It was established by former premier William Davis in 1965 while he was education minister.

It had a budget of \$27 million in 1984, receiving its

money directly from the province. With about 600 full-time and 1,700 part-time students, it has a staff of about 500, its own board of directors and field offices across the province. Graduates receive their degrees from the University of Toronto.



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In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants.

Applications or nominations will be received until October 31, 1986 by:

Dr. Naomi Hersom, President
Mount Saint Vincent University
166 Bedford Highway
Halifax, Nova Scotia B3M 2J6

MOUNT ALLISON UNIVERSITY Edgar and Dorothy Davidson Professor of Canadian Studies and Director of the Centre for Canadian Studies

Applications or nominations are invited for the position of Edgar and Dorothy Davidson Professor of Canadian Studies and Director of the Centre for Canadian Studies at Mount Allison University. The successful candidate will be an established teacher and scholar in one or more of the disciplines of Canadian Studies. The Davidson chair has been held by George F.G. Stanley from 1969-1975 and by Douglas G. Lochhead from 1975-1987. The appointment will take effect on 1 July, 1987.

Canadian Studies at Mount Allison is an interdisciplinary programme at the undergraduate level that has existed since the endowment of the Davidson chair in 1969. Since 1977 the Centre for Canadian Studies has occupied The Anchorage, the former residence of Captain Ronald Bennett.

Inquiries, nominations and applications are requested by 1 October, 1986, and should be directed to: Dr. W.G. Godfrey, Dean of Arts, Mount Allison University, Sackville, N.B. E0A 3C0.

Compulsory union dues challenged in provincial courts

By Howard Snow
CAUT staff

Two provincial Supreme Courts have recently reached opposite conclusions on challenges under the Canadian Charter of Rights and Freedoms to compulsory union dues deduction and the use of those dues.

In May, the British Columbia Supreme Court in *Baldwin vs. B.C. Government Employees Union* concluded that no section of the Charter could be used to regulate how the union spent its money.

The case resulted from the objections of Charles Baldwin, a B.C. government employee, to his dues being spent on matters other than collective bargaining with the employer. Mr. Baldwin opposed spending money on organizing the unorganized and supporting groups such as Operation Solidarity and the B.C. Federation of Labour.

Mr. Baldwin was represented by the B.C. Government Employees Union in a unit certified under the *Public Service Labour Relations Act*. He was not, however, a member of the union. Under the Act, every collective agreement must include a provision for the deduction of dues from each employee in the bargaining unit, whether or not the employee is a member of the union.

Mr. Baldwin did not challenge the statutory provision requiring the payment of dues. He did, however, object to the use of the dues for any purpose other than those related to collective bargaining.

Mr. Justice Mackoff of the B.C. Supreme Court rejected Mr. Baldwin's claim. He decided that the expenditure of dues by a union is not subject to the Charter. The Charter applies to governmental action in the form of legislation or conduct involving the exercise of a statutory right or power. While the Government was a party to the Collective Agreement, that in itself was not governmental action. The union was a private organiza-

tion and only the use of the money, not the exercise of a right to require the payment of dues, was being challenged by Mr. Baldwin.

As Mr. Justice Mackoff explained:

The only statutorily created right or power of the Union is the right to compel the payment of Union dues. But that is not challenged. The only positive exercise of that authority by the Union is the collection of those moneys. However, the Petitioner does not allege...that his Charter freedoms have been infringed by the Union's exercise of that sole statutory-given authority. He simply challenges the use of the money. The Union does indeed rely on the legislation as the source of its funds, but the Union is not relying on the legislation as the source of its authority to use those funds as it sees fit. Those expenditures are not made in the exercise of a statutory authority, nor in the exercise of a statutory-given discretion. The Respondent's authority to spend Union dues is derived solely from its constitution and by-laws which do not require any "positive action by the government to breathe life into them".

There is no link between the governmental compulsion of payment of dues and the Union's use of those moneys. Once the government has collected the dues and turned them over to the Union, the governmental involvement is at an end. To hold that the term "governmental action" is applicable to activities that are facilitated or arise out of government intervention would make s.32(2) meaningless since both the federal and provincial governments regularly redistribute and reallocate income among the population. Governments provide grants to private organizations and to corporations whose activities and expenditures they do not view, therefore, as making of those funds available, without direction of any kind as to use, is not the sort of act involving governmental action to which s.32 of the Charter is applicable.

The July decision of the Ontario Supreme Court in *Lavigne vs. Ontario Public*

Service Employees Union (OPSEU) involved similar issues. Mervyn Lavigne was employed at the Haileybury School of Mines, one of 20 colleges of applied arts and technology in Ontario established by the Ministry of Colleges and Universities Act. Collective bargaining on the employer side is conducted by a provincial Council of Regents pursuant to the *Colleges Collective Bargaining Act*.

Under that Act "The parties to an agreement may provide for the payment by the employees of dues or contributions to the employee organization..." The collective agreement between the Council of Regents and OPSEU contained such a provision for dues deduction (commonly referred to as the Rand formula). Like Mr. Baldwin, Mr. Lavigne was not a member of the union, but under the agreement he was required to pay dues.

Unlike Mr. Baldwin, however, Mr. Lavigne did not simply challenge the use of the dues. He argued that there was governmental action in the compulsion to pay union dues and that this effected a forced association between himself and the union and also the various causes that the union supported.

As well, Mr. Lavigne argued that the association limited his freedom of expression. He contended that forced payment of dues was a *prima facie* breach of the freedom of association and freedom of expression provisions in the Charter, provided that one of the forcers was the government or a governmental agent.

Mr. Lavigne accepted, however, that this forced payment and infringement on his freedom of association and expression would, pursuant to Section 1 of the Charter, be a "reasonable limit...demonstrably justified in a free and democratic society" insofar as the dues collected were used to finance collective bargaining. Use of dues for other purposes,

however, was alleged not to be saved by Section 1.

In the decision, Mr. Justice White set out the issues as follows:

□ Does the Charter apply to the activity complained of by Mr. Lavigne?

□ Has Mr. Lavigne's right to freedom of association in s.2(d) of the Charter been abridged?

□ Has Mr. Lavigne's right to freedom of expression in s.2(b) of the Charter been abridged?

□ If there has been a *prima facie* breach of Mr. Lavigne's fundamental freedoms, is this breach justified under s.1 of the Charter?

The first question was the same as that in the Baldwin case, but it pertained to the issue of payment, not use, of dues. On this issue, Mr. Justice White, after a lengthy review of the facts, concluded as follows:

even having had the benefit of reading the decision of Mr. Justice Mackoff in *Baldwin*...in view of the manner in which Mr. Lavigne's application has been structured I must apply the Charter to examine the *compelled payment of dues* (as opposed to the *use of dues* by the Union) in relation to the concepts of freedom of expression, freedom of association and the issues raised by section 1. In determining whether or not the Charter applies I have looked at the government's role in creating a situation in which Mr. Lavigne is forced to financially support the union. My conclusion is that the action of the Council of Regents, a Crown agency, in agreeing to the inclusion in the collective agreement of the check-off clause had the effect of forcing Mr. Lavigne to financially support the union. This, in my view, is governmental action within the meaning of s.32 of the Charter, sufficient to attract the court's scrutiny of its constitutionality...

The second issue dealing with freedom of association was carefully examined. In the union context, the freedom of association provision has been argued as protecting the right to strike. However, Mr. Justice White viewed the

Lavigne case as relating to the formation of an association, whereas the right to strike cases raised the question of whether or not the objects of an association and the means used to achieve them are protected by "freedom of association..."

Mr. Justice White addressed the issue of association in the following terms:

There are two aspects to the meaning of the noun "association" or the verb "to associate". The first is the joining or combining of two or more individuals to achieve a common end. The second aspect is to connect in idea; to identify an individual with an idea or with a belief held by a group. It is my opinion that it is only the first aspect which is meant to be protected by...freedom of association.

He recognized that combining the efforts of individuals is essential to our political system. But, he concluded, so too is individual liberty and that requires a right not to associate. A person need not be identified with a group to have one's freedom of association infringed. The question thus became whether Mr. Lavigne was forced to combine with others to achieve a common end. Mr. Justice White determined that:

...the *Colleges Collective Bargaining Act*, which establishes the Union as bargaining agent for Mr. Lavigne, brings him into association with the union. To this I would add that by requiring Mr. Lavigne to pay dues to the union, the Collective Agreement forces Mr. Lavigne to combine his financial resources with those of union members in order to achieve the objectives of the union common to its members. It is not necessary for the Collective Agreement to require Mr. Lavigne to join the union for there to be a forced association; it is the compelled combining of financial resources that has the effect of forcing Mr. Lavigne to associate with the union.

The purpose of the governmental action which resulted in the forced payment of union

dues is not to force an association between non-member employees and the union. The purpose of a dues check-off scheme is to ensure that non-member employees are not unjustly enriched by the efforts expended on behalf of all employees by the union in collective bargaining negotiations and the settlement of disputes by grievance. It is said that the clause is designed to prevent "free riders". While the purpose of the clause is not to force an association, the effect is to force non-members to combine their resources with members. I conclude, therefore, that there has been a *prima facie* breach of Mr. Lavigne's freedom of association.

The third question — whether Mr. Lavigne's freedom of expression had been abridged — was then addressed. Mr. Justice White noted that there are two views on freedom of expression: first, that it is an end in itself; second, that it is utilitarian in nature, a means of maintaining the integrity of a democratic political system. Mr. Justice White preferred the first, broader, view and concluded as well that freedom of expression includes the right to refrain from expression.

In this case, restrictions on Mr. Lavigne's freedom of expression might arise in two ways. First, was the ideology or political persuasion of the union being attributed to Mr. Lavigne? On the facts, there was no support for this view. Second, did the compulsory dues payment reduce Mr. Lavigne's freedom of expression? On the facts, again, there was nothing to support his view. His payment of dues affected his freedom of expression no more than did the payment of taxes imposed by government. There was thus no violation of freedom of expression.

With regard to the fourth issue, the *Charter* does not make absolute any of the

See COMPULSORY/16

UBC HEALTH SCIENCES CENTRE HOSPITAL

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UBC HEALTH SCIENCES CENTRE HOSPITAL is a 600-bed adult care, tertiary referral hospital, located on the campus of the University of British Columbia. The hospital serves as a provider of community care services to western Vancouver and major referral and specialty services to patients from Vancouver and throughout the province.

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Applicants must be eligible for academic appointment in the Department of Family Practice, Faculty of Medicine; must hold certification in the Canadian College of Family Practice; and be eligible for licensure from the B.C. College of Physicians and Surgeons.

Please forward your application with C.V. to:

Dr. George E. Price
Vice-President Medicine & Clinical Development
UBC Health Sciences Centre Hospital
2211 Westbrook Mall
Vancouver, B.C. V6T 2B5

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The ideal candidate will have a Ph.D. in an appropriate discipline, a strong academic, professional and administrative record; demonstrated leadership abilities and a commitment to excellence in teaching and research.

The Dean's responsibilities include ensuring that a suitable range of programmes and courses are developed and delivered and encouraging the development of research in Arts and Science, both pure and applied.

Commencing in July 1987, the appointment is for a 4 year renewable term and includes a continuing academic appointment.

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Please submit curriculum vitae and the names of three referees by October 31, 1986 to:

D. Peter Monk, Director of Personnel, Athabasca University, Box 10,000, Athabasca, Alberta T0G 2R0



Le principe des cotisations syndicales obligatoires est contesté devant les tribunaux de deux provinces

par Howard Snow
ACPU

Les Cours suprêmes de deux provinces ont rendu des jugements contradictoires dans des causes contestant, en vertu de la Charte des droits et libertés de la personne, la perception obligatoire des cotisations syndicales et l'usage qu'il en est fait.

En mai, la Cour suprême de la Colombie-Britannique, dans l'affaire *Baldwin vs. B.C. Government Employees Union* a conclu qu'aucun article de la Charte ne pouvait servir de base pour réglementer la façon dont les syndicats dépendent leurs fonds.

L'affaire a été soumise à la cour par Charles Baldwin, fonctionnaire de la Colombie-Britannique, qui s'opposait à ce que ses cotisations syndicales soient affectées à des fins autres que les négociations avec l'employeur. M. Baldwin refusait le fait que ses cotisations servent à la syndicalisation des non-syndiqués et au financement de groupes tels l'Operation Solidarity et la Fédération du travail de la Colombie-Britannique.

M. Baldwin était représenté par le Syndicat des employés du gouvernement de la Colombie-Britannique et faisait partie d'une unité syndicale accréditée en vertu de la loi sur les relations de travail dans la fonction publique (*Public Service Labour Relations Act*). Cependant, il n'était pas membre du syndicat. Aux termes de cette loi, chaque convention collective doit prévoir le prélèvement des cotisations de tout employé appartenant à une unité de négociation même s'il n'est pas membre du syndicat.

M. Baldwin ne contestait pas la disposition légale exigeant le versement des cotisations. Il s'opposait toutefois à ce que ces cotisations servent à d'autres fins que celles reliées aux négociations collectives.

Le juge Mackoff de la Cour suprême de la Colombie-Britannique a rejeté la plainte de M. Baldwin. Il a statué que l'affectation que fait un syndicat des cotisations n'est pas assujettie à la Charte. Celle-ci s'applique au gouvernement qui agit en adoptant des lois ou en exerçant un pouvoir ou un droit légal. Bien que, dans ce cas-ci, le gouvernement est partie à la convention collective, il ne s'agit pas, par essence, d'un acte du gouvernement. Le syndicat est un organisme privé. M. Baldwin ne contestait que l'usage des fonds et non l'exercice du droit d'exiger le versement des cotisations.

Les faits de l'affaire *Lavigne vs. Syndicat des employés de la fonction publique de l'Ontario*, ayant donné lieu à un jugement de la Cour suprême de l'Ontario rendu en juillet, étaient analogues. Mervyn Lavigne était à l'emploi de l'Haileybury School of Mines, l'un des vingt collèges d'arts appliqués et de technologie de l'Ontario créés par la *Loi sur le ministère des collèges et universités*. Du côté de l'employeur, les négociations collectives sont menées par le Conseil des gouverneurs conformément à la *Loi sur la négociation collective dans les collèges d'arts appliqués et de technologie*. En vertu de cette loi, les parties à une convention peuvent prévoir le versement de cotisa-

tions par les employés à leur syndicat. La convention collective entre le Conseil des gouverneurs et le SEFPO contient une clause de ce genre que l'on appelle communément la formule Rand. À l'instar de M. Baldwin, M. Lavigne n'était pas membre du syndicat mais était tenu à verser des cotisations aux termes de la convention.

Toutefois, à l'inverse de M. Baldwin, M. Lavigne n'a pas seulement contesté l'emploi des cotisations. Il a aussi fait valoir que le gouvernement était pour quelque chose dans l'obligation de verser des cotisations et que cette obligation entraînait une association forcée entre lui et le syndicat ainsi que les diverses causes que celui-ci appuyait. Il a en outre ajouté que cet état de choses limitait sa liberté d'expression. Selon lui, le versement forcé des cotisations constituait à première vue une violation des dispositions de la Charte relativement à la liberté d'association et à la liberté d'expression lorsque l'une des parties obligeant le versement est le gouvernement ou un agent du gouvernement. M. Lavigne convenait toutefois que ce versement forcé et la violation de sa liberté d'association et d'expression soient, conformément à l'article 1 de la Charte, raisonnables et justifiables dans une société libre et démocratique du moment que les cotisations prélevées servent à financer les négociations collectives. Cependant, ajoutait M. Lavigne, l'emploi des cotisations à d'autres fins n'est pas couvert par l'article 1.

Dans sa décision le juge White expose comme suit les

questions que soulève l'affaire:

- Est-ce que la Charte s'applique à l'activité dont se plaint M. Lavigne?
- A-t-on porté atteinte au droit à la liberté d'association de M. Lavigne en vertu du paragraphe 2(d) de la Charte?
- A-t-on porté atteinte au droit à la liberté d'expression de M. Lavigne en vertu du paragraphe 2(b) de la Charte?
- S'il y a eu une violation prima facie des libertés fondamentales de M. Lavigne, est-ce que cette violation est justifiée en vertu de l'article 1 de la Charte?

La première question était la même que dans l'affaire *Baldwin*, sauf qu'elle portait sur le versement des cotisations et non l'usage que l'on en faisait. Dans ce cas-ci, le juge White, après avoir longuement examiné les faits, a conclu que le geste du Conseil des gouverneurs à propos du prélèvement des cotisations était un acte du gouvernement aux termes de l'article 32 de la Charte.

La deuxième question portant sur la liberté d'association a fait l'objet d'un examen minutieux. Du côté des organisations syndicales, on a soutenu que la liberté d'association protégeait le droit de grève. Cependant, selon le juge White, l'affaire *Lavigne* est reliée à la formation d'une association alors que les affaires portant sur le droit de grève soulèvent la question de savoir si l'objet d'une association et les moyens utilisés pour le réaliser sont protégés par la "liberté d'association".

En abordant la question, le juge White a reconnu que le regroupement de personnes était essentiel à notre régime politique. Toutefois, la liberté individuelle l'est tout autant, a-t-il conclu, et, pour cela, il faut avoir le droit de ne pas s'associer. Il n'est pas nécessaire qu'une personne fasse partie d'un groupe pour qu'il soit porté atteinte à sa liberté d'association. La question à se poser est de savoir si M. Lavigne a été obligé de s'affilier à

d'autres pour atteindre un objectif commun. Le juge White a conclu que, bien que le but de la disposition sur la réduction des cotisations n'était pas d'obliger une association, elle a quand même eu pour effet de forcer des non-membres à combiner leurs ressources avec des membres. Il a conclu, par conséquent, qu'il y avait eu une violation *prima facie* de la liberté d'association de M. Lavigne.

La troisième question, à savoir s'il y avait eu atteinte à la liberté d'expression de M. Lavigne, fut ensuite abordée. Le juge White a souligné que deux points de vue existaient sur la liberté d'expression, le premier voulant qu'elle soit une fin en soi et, le deuxième, qu'elle soit de nature utilitaire, c'est-à-dire qu'elle serve à maintenir l'intégrité d'un système politique démocratique. Le juge White a préféré le premier point de vue, qui est plus large, et a conclu que la liberté d'expression comprenait le droit de s'abstenir de s'exprimer.

Dans ce cas-ci, les restrictions imposées à la liberté d'expression de M. Lavigne peuvent se poser de deux façons. D'abord, M. Lavigne se voit-il attribuer l'idéologie ou les convictions politiques du syndicat? Dans les faits, rien n'appuyait ce point de vue. En deuxième lieu, est-ce que le versement obligatoire des cotisations enfreint la liberté d'expression de M. Lavigne? Dans les faits, encore une fois, rien n'appuyait ce point de vue. Le versement obligatoire des cotisations ne restreint pas plus la liberté d'expression que l'acquiescement des employés imposés par le gouvernement. La liberté d'expression ne se trouvait donc pas violée.

Quant à la quatrième question, aucun droit ni liberté n'est absolu en vertu de la Charte. Aux termes de l'Article 1:

1. La Charte canadienne des droits et libertés garantit les droits et libertés qui y sont énoncés. Ils ne peuvent être restreints que par une règle de droit, dans des limites qui soient raisonnables et dont la justification puisse se démon-

trer dans le cadre d'une société libre et démocratique.

Quelqu'un qui cherche à limiter, par exemple, la liberté d'association, doit se conformer à l'Article 1. Pour ce faire, elle doit démontrer que les *objectifs* qu'elle cherche à atteindre sont assez importants pour l'emporter sur la liberté. En deuxième lieu, il faut prouver que les *moyens* sont raisonnables et justifiés. Pour ce faire, on applique un test de proportionnalité à trois volets qui cherche à établir un équilibre entre les intérêts individuels et ceux de la société. Dans la présente affaire en cause, on s'est entendu sur les objectifs de la loi, soit encourager la paix industrielle, et leur valeur. Le juge White a admis que l'objectif pouvait justifier une certaine atteinte aux droits individuels.

Le test, cependant, posait des problèmes. En effet, dans le premier volet, on se demande s'il y a un lien rationnel entre l'objectif et l'action du gouvernement contestée devant les tribunaux. Selon le juge White, il existe un lien rationnel entre le soutien aux négociations collectives et la prévention des "parasites" et le versement forcé des cotisations.

Quant au deuxième volet, il consiste à se demander si les moyens choisis par le gouvernement pour réaliser ses objectifs portent le moins possible atteinte aux droits et aux libertés du membre. Le juge White a conclu que le gouvernement n'avait pas utilisé les moyens les moins restrictifs. On peut favoriser et financer les négociations collectives sans obliger le versement des cotisations à des fins autres que les négociations et l'administration des conventions collectives.

Le troisième volet vise à établir un équilibre entre la liberté et les limites. Tout en reconnaissant la validité du système des cotisations et l'emploi qui est fait des fonds, le juge White a conclu que le gouvernement devait réaliser ses objectifs de la façon la moins gênante possible. Il a statué que les cotisations ne devaient être utilisées que pour le but justifiant leur prélèvement et nul autre.

Le juge White n'a pas proposé de remède. Il a plutôt demandé aux parties de lui soumettre des moyens pouvant servir à appliquer la décision. Diverses solutions sont possibles. L'une consiste à prévoir le droit de ne pas verser une partie des cotisations. D'après l'expérience tentée aux États-Unis, très peu de gens se prévalent de cette option. Une autre solution est de demander à chacun d'accepter de verser les cotisations "qui ne serviraient pas aux fins de la négociation collective". De toute évidence, il est possible d'envisager des solutions plus complexes.

Il appert que les décisions rendues dans l'affaire *Lavigne*



UNIVERSITÉ
YORK
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Toronto, Canada

Dean of Atkinson College

Applications and nominations are invited for the position of Dean of Atkinson College.

Atkinson College is the evening Faculty of York University, offering courses part-time which lead to a Bachelor of Arts, Bachelor of Administrative Studies, Bachelor of Science, or Bachelor of Social Work degree. The College operates on the course credit system, offering courses in the summer as well as in the evening. It has a full-time complement of 131 faculty and approximately 9,500 course registrations in the summer session and 11,000 in the autumn/winter session. The College has 20 departments/programs.

Candidates for Dean should have appropriate academic qualifications, administrative experience in university or comparable situations, and strong leadership ability. The term of office is for five years, with appointment starting July 1, 1987.

York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

Applications and nominations should be submitted by November 1, 1986 to:

The Secretary,
Search Committee for the Dean of Atkinson College,
S949 Ross Building, York University,
North York, Ontario, Canada M3J 1P3.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADEMIC FREEDOM CONFERENCE

Sponsored by the Harry Crowe Memorial Trust
Glendon College of York University Sunday, November 2, 1986

- 9:30 Opening Remarks
- 9:45 Session 1 — "Academic Freedom and its Limits"
Professor Archie Malloch, McGill University
- 10:30 Coffee
- 10:45 Session 2 — "Academic Freedom in Canada: Some Case Studies"
Professor Michael Hayden, University of Saskatchewan (Government and the University of Saskatchewan)
Professor Douglas Francis, University of Calgary (Frank Underhill and the University of Toronto)
- 12:00 Lunch
- 1:30 Session 3 — "Current Challenges to Academic Freedom"
Dr. Jonathan Knight, AAUP, Washington, D.C.
(The "Accuracy in Academia" Movement in the United States)
Dr. Ken Davey, Vice-President, York University (Sponsored and targeted research)
- 2:45 Coffee
- 3:00 Session 4 — "The Crowe Affair: Was Academic Freedom an Issue?"
Dr. Don Savage, CAUT, Ottawa
Dr. Wilfred Lockhart, President Emeritus, University of Winnipeg
- 4:15 Closing remarks

— Voir PRINCIPES/16 —

COMPULSORY . . . 14

rights and freedoms. Section 1 provides as follows:

1. The Canadian Charter of Rights and Freedoms guarantees the rights and freedoms set out in subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society.

A party seeking to uphold a limit on, for example, freedom of association, must bring itself within Section 1. To do that, it must be shown that the objectives which are to be served by the limit are of sufficient importance to override the freedom. Secondly, it must be shown that the means are reasonable and justified. This second part involves a three part proportionality test which seeks to balance the individual interests against those of the society.

In this case, there was agreement on the objectives of the legislation (fostering industrial peace) and their value. Mr. Justice White accepted that the objective may warrant overriding individual rights to some extent.

The three part proportionality test, however, presented difficulties. The first branch asks if there is a rational connection between the objective and the challenged governmental action. In the words of Mr. Justice White, "there is a rational connection between the fostering of collective bargaining and the prevention of 'free-riders' and the forced payment of dues".

The second branch is "whether or not the means chosen by the government to

achieve its objective impair the rights and freedoms of the applicant as little as possible". Mr. Justice White determined that the least restrictive government means had not been employed. Collective bargaining can be advanced and financed without the use of compulsory dues for purposes beyond negotiating and administering collective agreements. Other industrial nations prohibit the use of compulsory dues for political contributions. Where less obtrusive means are used, unions have not been paralysed. While the existing system may be administratively convenient, that is not a basis for overriding a basic freedom.

The third branch is to balance the freedom and the limitation. While recognizing the validity of the dues arrangement (and of the use to which the money was put), Mr. Justice White concluded that the government ought to accomplish its objective in the least obtrusive manner available.

The principle which I think must be established, then, is that compulsory dues may only be used for the purpose which justifies their imposition and for no other purpose beyond that. In other words, the use of compulsory dues for purposes other than collective bargaining and collective agreement administration cannot be justified in a free and democratic society, where the individual objects to such use.

Mr. Justice White did not fashion a remedy. Instead, the submissions of the parties were sought on the means of implementing the decision. There are various possible al-

ternatives. One is to provide for a right to opt out of a portion of the dues. The experience in the United States suggests that very few people exercise a right to opt out. Another is to require everyone to opt in to the dues to be used for "non collective bargaining purposes". More complex models can obviously be envisaged.

It seems likely that both the *Lavigne* and *Baldwin* decisions will be appealed. Mr. Lavigne is backed by the National Citizens' Coalition which is reported to have spent \$300,000 (*Maclean's*, July 21, 1986) or even \$400,000 (*Ottawa Citizen*, July 8, 1986). On the other side, the Canadian Labour Congress, the Ontario Federation of Labour and the National Union of Provincial Government Employees were all parties along with the Ontario Public Service Employees Union.

The ultimate effect of the *Lavigne* decision, if it is upheld, is difficult to determine. This is partly because the actual remedy has not yet been decided. The practice of levying dues for collective bargaining was held justifiable in a free and democratic society. Similarly, the right of unions to be active in political and social issues was upheld. It is not clear, however, where collective bargaining ends and involvement in political and social issues begins. There are a number of court cases currently underway in the United States testing this division.

In the context of unions representing university academic staff, the decision gives little guidance. Would lobbying the provincial government for increased funding be collective bargaining or involvement in political issues? There is no answer to this question

in the decision.

It is also not clear to whom the decision would apply. In the *Lavigne* case, the legislation permitted, but did not require, the Rand formula of compulsory dues deduction. The key governmental action was the collective agreement with a government employer. It seems likely that Mr. Justice White's reasoning would apply in those areas of the private sector where the governing statute mandates the Rand formula for dues deduction. A number of faculty associations operate under such a statute. It is unclear if the reasoning would extend to those cases where legislation merely allows (rather than requires) dues deduction. Nor is it clear whether the reasoning would apply to union members — would the fact of joining and agreeing to be bound by union decisions prevent a claim such as that made by Mr. Lavigne?

Finally, it is not clear whether or to what extent the reasoning in the *Lavigne* case can be extended to organizations other than unions. Some commentators have queried whether a shareholder in a company could dispute the company's charitable or political donations and ask that his/her pro-rata share be paid in extra dividends. Some have questioned whether a monopoly enterprise might be compelled to give price reductions in the amount that the ordinary annual charges exceed the minimum amount necessary to run the enterprise on the analogy that the basic expenses for running the enterprise should be treated in the same way as so-called basic funds for collective bargaining.

The one thing that is clear is that there are a number of important questions remaining to be answered.

PRINCIPE 15

et dans l'affaire *Baldwin* seront toutes deux portées en appel. La National Citizens' Coalition appuie M. Lavigne. Le *Maclean's* du 21 juillet rapporte que la coalition a consacré 300 000 \$ à l'affaire et, selon le *Ottawa Citizen* du 8 juillet 1986, cette aide financière s'éleverait à 400 000 \$. D'autre part, le Congrès du travail du Canada, la Fédération du travail de l'Ontario et le Syndicat national de la fonction publique provinciale ainsi que le Syndicat des employés de la fonction publique de l'Ontario étaient parties à l'affaire *Baldwin*.

Il est difficile de déterminer les conséquences ultimes de la décision rendue dans l'affaire *Lavigne* si elle est maintenue. Cela s'explique en partie parce qu'aucune solution véritable n'a encore été adoptée. On a jugé que le prélèvement des cotisations pour les négociations collectives était justifiable dans une société libre et démocratique. De même, le droit des syndicats de participer activement à la discussion des problèmes politiques et sociaux a été reconnu. Toutefois, rien n'indique clairement où les négociations collectives se terminent et où commence la participation à la discussion des problèmes politiques et sociaux. Un certain nombre de causes sont devant les tribunaux en ce moment aux États-Unis pour tenter d'établir la frontière entre les deux.

Dans le cas des syndicats qui représentent le personnel universitaire, le jugement offre peu de lignes directrices. Est-ce que le fait d'exercer des pressions auprès du gouvernement provincial pour un financement accru serait considéré comme des négociations collectives ou comme une participation à la discussion des problèmes politiques? Le jugement rendu ne donne pas de réponse.

Il n'est pas clair non plus à qui la décision s'appliquerait. Dans l'affaire *Lavigne*, la loi permettait mais n'exigeait pas l'utilisation de la formule Rand de prélèvement de cotisations obligatoires. L'acte du gouvernement consistait en

des négociations collectives avec un employeur du gouvernement. Il appert que le raisonnement du juge White s'appliquerait au secteur privé là où une loi impose l'application de la formule Rand. Un bon nombre d'associations de professeurs fonctionnent en vertu d'une loi de ce genre. Rien ne précise cependant si ce raisonnement s'étendrait aux cas où une loi ne fait que permettre plutôt qu'exiger le prélèvement des cotisations. Rien ne précise non plus si ce raisonnement s'appliquerait aux syndicats. Est-ce que le fait de se joindre à un syndicat et d'accepter d'être lié par les décisions du syndicat empêcherait quel'un d'en présenter une plainte comme celle qu'a déposée M. Lavigne?

Enfin, rien ne précise dans quelle mesure le raisonnement du juge dans l'affaire *Lavigne* peut s'étendre à des organismes autres que des syndicats. Certains observateurs se sont demandé si un actionnaire d'une compagnie pouvait s'opposer aux dons politiques ou de charité de cette dernière et demander qu'on lui verse, sous forme de dividendes supplémentaires, une partie des dons établie au prorata de sa participation dans la compagnie. D'autres se sont demandé si une entreprise en situation de monopole pouvait être forcée d'accorder des diminutions de prix égales à la différence entre les frais annuels et le montant minimal nécessaire au fonctionnement de l'entreprise en argumentant que les dépenses de base pour faire fonctionner l'entreprise devraient recevoir le même traitement que les supposées cotisations de base pour la négociation collective.

Chose certaine, un certain nombre de questions importantes demeurent sans réponse.



University of Manitoba and Health Sciences Centre

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The Department of Pathology, University of Manitoba and Health Sciences Centre, Winnipeg is recruiting an Anatomical Pathologist with several years of experience in surgical pathology and cytology. This is a Geographic Full-Time Contingent Appointment with rank appropriate to experience. The candidate must be eligible for licensure in the Province of Manitoba. Certification by Royal College of Physicians and Surgeons of Canada, or equivalent is required.

Applicants should send their curriculum vitae and the names of three referees to: Dr. Drummond H. Bowden, Department of Pathology, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R8.

Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing Date: When position is filled.



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McMaster University is seeking an outstanding scientist to direct a new Institute of Molecular Biology and Biotechnology. The Director must have a strong research record in molecular biology and be capable of developing the Institute. The mandate of the Institute is to carry out basic research with possible applications to targeted research in areas such as: protein engineering, the molecular basis of development and the genetic manipulation of structure and function or biologically important molecules.

McMaster University is located in Hamilton, Ontario. It has a strong tradition of research in health, physical and applied sciences, and engineering.

Applications should be sent to: Dr. R.F. Childs, Dean of Science or Dr. B. Underwood, Associate Dean of Health Sciences (Research), McMaster University, Hamilton, Ontario, Canada L8S 4K1.

UNIVERSITY OF ALBERTA
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Applications are invited to a grant-supported (contractual) position at the Assistant or Associate Professor level, subject to the availability of funding, initially for a term of three years and potentially negotiable beyond three years. The position is expected to be available after April 1, 1987.

Applicants must hold a Ph.D. in epidemiology with at least five years full-time equivalent research experience in occupational epidemiology with some experience in health services epidemiologic research. A strong publication record reflecting this research experience, as well as strong methodological and quantitative/computing skills are essential. Additional degree(s) in environmental health and/or health services administration will be an asset. The successful applicant will devote 40% time to health services epidemiology research with access to all Alberta hospital discharge and patient-visit data, 40% time to occupational epidemiology questions relevant to Alberta, and 20% time to teaching, administration and service.

This University is an equal opportunity employer. Salary is within normal professional scales and will be commensurate with qualifications and experience. Salary ranges are: Assistant Professor: \$31,612-\$45,340; Associate Professor: \$39,620-\$57,236. This position includes an attractive benefits package. Deadline for receipt of applications is October 17, 1986.

In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian Citizens and to Permanent Residents of Canada. Letters of application should state publications most relevant to this position, and the names of three referees.



Dr. C.L. Soskolne, Epidemiology
Program Head
Department of Health Services
Administration and Community Medicine
13-103 Clinical Sciences Building
University of Alberta
Edmonton, Alberta, Canada T6G 2G3



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The Chair in Gerontology has three specific goals: research, teaching and community service. The university is seeking visiting scholars from the academic and public life sectors who have contributed to the field of gerontology.

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Applicants should send a curriculum vitae and the name of three referees before October 15, 1986 to: Dr. Noel A. Kinsella

Chair
President's Committee on Gerontology
St. Thomas University
Fredericton, NB
E3B 5G3

UBC's poor salaries cited in drain of talent, grants

by Muriel Draisma

Reprinted from the Vancouver Sun

The University of B.C. is suffering a "massive loss" in talent and research grants because it does not offer salaries competitive in the academic world, deans and department heads say.

UBC has lost 50 professors, twice the usual number, in the past year. Some are world-renowned scholars who have been lured to better-paying schools in the United States and central Canada.

The best and brightest took not only their international reputations but also promising graduate students and hundreds of thousands of dollars in research grants. Only about half the 50 vacancies have been filled.

Deans and department heads say the university, unable to recruit equally experienced academics because its salary level ranks 18th in Canada, is being forced in many faculties to offer one and a half times the usual amount to attract professors with only two years of post-doctoral experience.

"The word is out: UBC is in trouble," says psychology department head Richard Tees, whose department lost four professors in the past year.

"Given the (provincial government's) restraint program there's much less likelihood of attracting people to UBC. Why should people come here and receive a lower salary? There's little incentive to move."

At a meeting last week, UBC's board of governors discussed the upsurge in resignations and voted to try to grant merit salary increases in the next three years to bring UBC on a par with its peers.

Said administration president David Strangway: "The board's resolution should be seen by faculty as sending a clear message that the board is determined to do what it can to preserve UBC's competitive edge."

Under the Social Credit restraint program, provincial funding for universities was frozen in 1983-84, cut by five per cent in 1984-85, and static in 1985-86. The UBC faculty association agreed to a salary freeze from 1983-84 to 1984-85. There were merit adjustments of three per cent in 1985-86.

The professors who resigned say their reasons for leaving include years of budget cuts and salary freezes and uncertainty about future funding. Some of the top scholars have been lured away by salary increases of between 10 and 100 per cent, promotions and greater research opportunities.

Gone are two leading psychology professors, Anne Treisman and Daniel Kahneman. The husband-and-wife team left in July for the University of California at Berkeley, taking about \$150,000 in annual research

grants with them.

One UBC graduate student plans to follow Treisman.

Kahneman said in a telephone interview from Berkeley that he and Treisman earned about \$65,000 a year at UBC and have received a "substantial" increase in salary. He wouldn't say how much, only that the exchange rate and standard of living make the difference considerable.

"We couldn't wait until things improved at UBC," said Kahneman, 52. "I was sort of worried that if we didn't leave now, we wouldn't be able to later. Long-range substantial damage has been done to UBC and it's going to take a while before it can compete for well-qualified professors again."

Internationally known Kahneman and Treisman, who study decision-making and object recognition respectively, were UBC professors for eight years.

Treisman, 51, was part of the Toronto-based Canadian Institute for Advanced Research, which paid her full salary at UBC.

Another prominent scholar who left UBC in July for a major American school is commerce professor Michael Brennan. Now at the graduate school of management at the University of California in Los Angeles, Brennan, 43, was editor of The Journal of Finance, a leading publication in his field, from 1981 to 1984. He was at UBC for 15 years.

"UBC was the only job I held," Brennan said in an interview from Los Angeles.

"The reality is I received an offer last year that I was reluctant to take. I waited six months, nothing happened, so I left. UBC did nothing to keep me."

Brennan, who went to UCLA with his wife, also a UBC commerce professor, said his salary doubled but he wouldn't say how much he's earning now.

"Let's just say I had a much better offer, including exchange rates."

Brennan's resignation brings the number who have quit in commerce to seven.

Says commerce dean Peter Lusztig: "When you have good faculty, it presumes they are going to receive offers. It must be remembered recruiting goes on all the time."

"This year, however, the number of resignations has risen sharply. There is no doubt about it."

UBC had 24 resignations in 1984-85 and 31 in 1983-84. Strangway said the 50 this year are scattered throughout the university faculties.

There are at least eight in science, 10 in arts. Some deans did not return calls, others were reluctant to discuss resignations.

"It would create political static on campus," said acting arts dean John Stager.

Valuable professors have said goodbye to their colleagues in geography, com-

puter science, applied mathematics, microbiology, bio-resource engineering, in addition to psychology and finance. More resignations are expected.

Ray Reiter, 47, a full computer science professor who left UBC last July for the University of Toronto, said he thinks professors are leaving for a combination of professional and personal reasons.

"Nobody makes a decision like this for one thing. In my case, however, there was no denying that the political atmosphere and restraint program were contributing factors."

"Also I went to Toronto because Toronto is the intellectual and academic centre of the country."

Reiter, a specialist in artificial intelligence, received a 30-per-cent salary increase and has an on-going \$25,000 research grant that he would have spent at UBC had he stayed.

Research grants create jobs for students, employ technicians, and buy expensive equipment for the university.

Three professors are leaving the geography department: two to the University of Syracuse in New York state and one to the University of Auckland in New Zealand in January, 1987.

"It's a massive loss," said geography department head Olav Slaymaker. "These three people are international leaders. They represent some of B.C.'s most well-connected people to the private sector, industry and other countries."

"We can only hope to catch new people with lots of potential. But there's no doubt we will lose \$100,000 a year in research grants. These people bring in both money and grad students."

The microbiology department lost animal virologist Tony Pawson, one of the better known UBC scientists. Pawson, now at the University of Toronto, draws \$200,000 a year in research grants and is considered one of Canada's best, young virologists.

Pawson's salary doubled at U of T, which competes with UBC for the top rank in Canadian microbiology departments. At least four graduate students followed him.

"He is a pretty high flyer, he's a young rising star," said Doug Kilborn, acting microbiology department head. "His presence here meant we got students. We got talked about. UBC became known. We have lost some of our visibility."

Pawson, in England on vacation, was not available for comment.

The average UBC salary was about \$49,000 last year, excluding what medical and dental professors and administrators make. The average salary at the University of Toronto, considered UBC's main competitor in Canada, was \$57,000. The University of Alberta's average was \$55,000.

Attention, Enseignants!

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Call for applications for VISITING PROFESSOR at the HEBREW UNIVERSITY of JERUSALEM

Applications are invited for appointment to one of the departments of the Hebrew University for the academic year 1987-88, in association with the Canadian Studies Programme.

The Programme of Canadian Studies at the Hebrew University of Jerusalem was established by the Government of Canada and Dr. Ralph & Roz Halbert of Toronto in April 1978.

Applicants for the appointment for the academic year 1987-88 should be Canadian university professors in the Social Sciences, Humanities, Law or the related disciplines. Applicants will be expected to combine broad comparative teaching and research experience with an ability to emphasize Canadian content within their disciplines. Knowledge of Hebrew is not a requirement.

The successful candidate will be expected to teach two or three courses (to be determined in consultation with the department/school to which the scholar will be attached and by the term of the appointment) and to participate in faculty and public seminars at the Hebrew University. Tenure of appointment will be for the full academic year (November through June) or for one semester (November through January or January through June) depending on the availability of the successful candidate. Remuneration will include return/travel costs for the candidate to Israel (return travel costs of the visiting professor's spouse will also be covered in the event of a full academic year appointment), salary for the six or nine months at the level of full or associate professor at the Hebrew University and other benefits accruing to the position.

Additional information and application forms can be obtained by writing to:

Hebrew University Canadian Studies Programme
c/o Canada-Israel Foundation for Academic Exchanges
130 Slater St., Suite 300
Ottawa, Ontario K1P 6E2

Deadline for completed applications: November 1, 1986

Notification of successful candidate: January 31, 1987

Briefly...briefly...

Marcel Fournier à la présidence de la FAPUQ

MONTREAL — Marcel Fournier, professeur en sociologie à l'Université de Montréal, a été élu président de la FAPUQ lors du Conseil fédéral du 9 mai dernier à Montréal. Vice-président du Syndicat général des professeurs de l'Université de Montréal (SGPUM), il succède ainsi à Michael Brian qui assumait l'intérim à la présidence et à la direction générale depuis le 13 décembre dernier.

Dans son allocution de mise en candidature, le nouveau président a reconnu que la FAPUQ était en crise, tout comme l'université. «Les professeurs se retrouvent dans une situation de travail beaucoup plus difficile qu'il y a cinq ans», a-t-il souligné. En entrevue, il explique qu'il faut d'abord «gérer la crise interne», c'est-à-dire de réorganiser le secrétariat de la FAPUQ, de reconstituer les services et de rétablir les liens entre chacun des membres.

«La FAPUQ m'apparaît toujours le meilleur instrument de concertation, a déclaré Marcel Fournier dans une entrevue suite à son élection. Personne n'a intérêt à créer parallèlement une nouvelle organisation qui, finalement, ne serait pas très différente. Il faut au contraire se servir de l'instrument dont nous disposons et, au besoin, l'adapter.»

Nouvelles universitaires

John Starkey new OCUFA head

TORONTO — John Starkey, 49, of the Department of Geology at The University of Western Ontario in London, has been elected President of the Ontario Confederation of University Faculty Associations (OCUFA). He assumes office July 1, 1986. OCUFA represents Ontario's 12,000 professors. Professor Starkey replaces Dr. Bill Jones who has been President of OCUFA since July 1983. Prof. Starkey joined the Department of Geology at Western in 1965. He has been a member of the Senate at Western and has also been on that institution's budget and finance committee. He was President of The University of Western Ontario Faculty Association from 1982-84 and for the past two years was OCUFA Treasurer.

Alliance of university groups will fight underfunding

WATERLOO — A conference on underfunding of Ontario universities was held at the University of Waterloo in July with an unprecedented alliance of students, administrators, faculty and union members being formed to fight deterioration of the province's universities. The conference, which was organized by students, also included administrators, faculty and union representatives, plus delegates from the Council of Ontario Universities, the Ontario Confederation of University Faculty Associations and the Ontario Public Service Employees Union. The coalition will include the COU, OCUFA, OPSEU, and

the Ontario Federation of Students. A key plan of action for the coalition involves forming further alliances on campuses across Ontario to fight for better financial support for the university system.

"The conference gave students and administrators an excellent opportunity to talk to each other, recognize the common problems we're all facing because of underfunding, and to work on common strategies to correct the situation," said Scott Forrest, president of UW's Federation of Students.

"I think the conference accomplished many of the goals we set out to achieve, particularly in urging others to set up alliances on Ontario campuses between students, faculty and staff."

La FCE lance une campagne nationale

LONDON — La Fédération canadienne des étudiants entreprendra à l'automne une année de pressions afin de démontrer l'importance d'accroître la participation du gouvernement au financement de l'enseignement postsecondaire. Le cadre et le thème de la campagne (le financement de l'avenir: nos droits, nos responsabilités) ont été approuvés lors de la récente assemblée générale annuelle de la FCE à London, Ontario. Les démarches auront pour cibles les ministres du cabinet fédéral, des hauts fonctionnaires fédéraux et des hommes politiques des provinces et des municipalités. "Une très, très grande campagne de sensibilisation communautaire commencera en septembre", a déclaré le président de la FCE, M. Tony Macerollo. Selon lui, c'est la plus grande campagne que la fédération ait jamais entreprise. La stratégie pourrait comprendre des discours dans les classes, des campagnes de lettres, des tribunes et débats publics et peut-être la fermeture d'un campus entier avec l'appui des professeurs, du personnel et de l'administration. M. Macerollo a précisé que l'initiative a été provoquée par des événements récents tels que la réduction du taux de croissance des paiements de transferts fédéraux aux provinces et le "sous-financement systématique" des universités par ces mêmes provinces.

— info de l'auteur

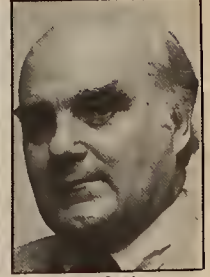
CFS kicks off national campaign

LONDON — The Canadian Federation of Students will begin a year-long national lobby campaign this fall aimed at demonstrating the importance of increasing government funding to postsecondary education. The campaign framework and theme — "Funding the Future: Our rights, our responsibilities" — were approved by CFS at its recent London, Ontario annual general meeting. Targets for the students' lobby efforts will include federal cabinet ministers, senior federal civil servants and provincial and municipal politicians. "A very, very big community awareness campaign is going to kick off this September," says CFS chairman Tony Macerollo. According to Mr. Macerollo, this is the largest campaign ever attempted by CFS. Possible campaign tactics will include classroom speeches, letter writing campaigns, public forums and debates and perhaps the shut-down of an entire campus with the support of faculty, staff and administration. Mr. Macerollo says the lobby was triggered by recent events such as the reduction in the rate of growth of federal transfer payments to the provinces and the "systematic underfunding" of universities by the provinces.

— notes from auct



Marcel Fournier



John Starkey

Study urges stress on liberal arts

MONTREAL — Communication skills and the liberal arts should receive greater emphasis in Canadian universities, a report on student and employer attitudes toward higher education has recommended. The study, commissioned by the Corporate Higher Education Forum, an organization of Canadian university presidents and business leaders, found that managers ranked written communication lowest of 13 skills in recently hired university graduates. The graduates themselves ranked it eighth.

While the 213 managers polled "feel that the graduates are receiving appropriate general education and technical training" at universities, 78 per cent thought students should take liberal-arts courses in addition to required technical courses. Sixty-seven per cent said they believed technical programs should be modified to make room for such courses.

The report of the study, "Making the Match: Canada's University Graduates and Corporate Employers," concluded that "much more attention should be paid to the development of communication skills" in all students, not just in those enrolled in technical faculties.

Lois Smedick named dean of graduate faculty at Windsor

WINDSOR — Lois Smedick, interim dean of the Faculty of Graduate Studies and Research at the University of Windsor since January 1985, has been appointed dean of that faculty for a five year term. She is the first woman to be appointed dean at the University of Windsor and the first woman in Canada to be appointed dean of a graduate faculty.

Dr. Smedick, who is a professor of English and a specialist in medieval literature joined Windsor's English Department in 1963. As the University of Windsor's academic colleague to the Council of Ontario Universities (COU) for two terms, Dr. Smedick was the first woman to serve on that council and its executive committee. She has been a member of the COU Board for Library Co-ordination for several terms and served on the Ontario Council on Graduate Studies Appraisals Committee from 1983-85.

PRESIDENT 3

ing contracts with university administrations as a means to legally entrench these principles, as well as to deal with salary issues. CAUT responded to the challenge, and the core functions changed again.

Then came increased intrusion by government, both indirectly through their policies of underfunding and directly through legislative action, such as the so-called restraint legislation in Ontario, and most dramatically in British Columbia. The need for the specialized skills of political lobbying to counter these intrusions made further changes in the core activities of CAUT essential.

Through these many changes, CAUT has proved capable of reforming itself to meet the emerging challenges. But are we doing the best that we can? Are there better ways to provide these services? Are there new challenges that need to be addressed, or new activities that should be undertaken?

Above all, are we spending our resources wisely? These are the questions which must be asked if we are to renew our association and succeed with our struggle.

To help us this year, we have the External Review Committee which will do the first truly external assessment of our structure, financing and activities. We can be very well pleased with the calibre of the committee. They are a multi-talented group, and I am very much looking forward to the insights and suggestions they can provide.

But they can't do it alone. It is, after all, our association. In the end, it is up to us collectively to decide how best to govern our affairs, what services we need, and how we can most effectively provide them. Above all, we must determine what we are prepared to pay to ensure that academics in Canada have a strong and respected voice to speak on our behalf.

The Committee will be touring the country over the next

few months seeking advice on these, and perhaps other, questions. I hope that all of you will take the opportunity to engage in the debate and provide your suggestions. We need to take a completely fresh look, free of vested interests and preconditions. We need to pool our creativity to solve our collective problems. Perhaps most importantly, we need to work together in goodwill toward a common goal and rediscover the strength that we can draw from each other.

Does it matter?

Hundreds of millions of dollars are at stake in Ottawa alone whether in transfers to the provinces (\$2.3 billion in cash, another \$2.4 billion in tax points), the federal granting agencies (\$562 million), and student aid (\$300 million). Ottawa also acts in a wide variety of ways which significantly affect the universities — equality rights, censorship, immigration rules for faculty and students, copyright, patents, contracts of many kinds, etc. Given the stringent budgetary situation,

those who do not effectively lobby are apt to be left at the post by those who do. Nor does CAUT only act at the federal level. At the invitation of the faculty associations in British Columbia, CAUT has worked to blunt the onslaught of the provincial government on the universities and to defend the interests of professors menaced

in that province.

The decisions we will make this year will shape our association for many years to come. It is a rare opportunity which faces us. It will be an exciting year. With your help, we will cast off those self-doubts of a middle aged association and prove that we are not just older, we are better.



UNIVERSITY OF OTTAWA DEPARTMENT OF ENGLISH

Applications are invited for a tenured Associate Professorship in Mid-Nineteenth-Century American Literature (American Renaissance preferred), effective, July 1, 1987. Candidates must have a strong publication record. Deadline November 1, 1986. Send c.v., representative publications, and have three letters of reference forwarded to:

Frank M. Tierney
Chairman
Department of English
University of Ottawa
Ottawa, Canada
K1N 6N5

United States

Supreme court rulings support affirmative action

by Cheryl M. Fields
Reprinted from the *Chronicle of Higher Education*

The Supreme Court issued rulings in two cases in July that, together with a third decision it handed down in May, provide broad support for affirmative action to eradicate the effects of past discrimination against blacks and other minority groups.

The latest decisions, in two union cases involving plans giving minorities preferences in hiring and promotion, rejected the Reagan Administration's contention that only proven victims of bias could benefit from race-conscious employment decisions.

Spokesmen for education and civil-rights groups said the Court had given strong support to the type of voluntary affirmative-action plans that many colleges and universities have adopted — plans that set numerical goals for hiring and promoting minorities and women.

The decisions, said Ralph Neas, executive director of the Leadership Conference on Civil Rights, a coalition of rights, labour, church groups, "completely" destroy arguments by Attorney General Edwin Meese, III, and William B. Reynolds, Assistant Attorney General for Civil Rights, "that only actual victims of discrimination should receive remedies. The Court said No to that."

Said Barry Goldstein, assistant legal counsel for the N.A.A.C.P. Legal Defense and Educational Fund: "It's clear that the use of race-conscious plans has been approved and that the opposition to affirmative action that Mr. Meese and others have been pushing all these years has been rejected. It's clear as crystal that you can use goals in a consent decree and you can use voluntary goals to remedy the effects of past discrimination."

"It's the type of clear standard we've needed for the last 10 years," he added.

Mr. Reynolds said he was "disappointed" by the rulings. He said the Justice Department would look at employment lawsuits on a case-by-case basis and "recommend remedies that offer the least intrusive methods for achieving elimination of discrimination."

He said the nation had not yet achieved a colour-blind society, but that "we've come a long way from five years ago, when it was believed that the use of race-specific remedies was always preferable."

In one case last week, the Court voted 6 to 3 to uphold a consent decree — a court-supervised settlement — in which the City of Cleveland agreed to promote more minority-group firefighters, to resolve charges filed by black and Hispanic firefighters alleging discrimination in hiring, assignments, and promotions.

The majority opinion, by Justice William J. Brennan, Jr., held that Title VII of the Civil Rights Act of 1964, barring employment bias, does not bar consent decrees benefiting people who were not actually victimized by an employer's discriminatory practices.

"Congress intended for voluntary compliance to be the preferred means of achieving the objectives of Title VII," his opinion added, and voluntary consent decrees worked out by employers and workers to eradicate past bias may include reasonable race-conscious relief.

The opinion said a federal court was not necessarily barred from approving a settlement that "provides broader relief than the court could have awarded after a trial."

The case, *Local Number 93, International Association of Firefighters, AFL-CIO v. City of Cleveland* (Case No. 84-1999), was filed by white firefighters who claimed they had been discriminated against by the promotion plan and had not approved the consent decree. The white firefighters presented evidence and opposition to the plan while it was being worked out.

Justice Brennan said the fact that the decree had been entered without their consent did not affect its validity, because the voluntary agreement did not bind the union "to do or not to do anything."

In the second case, the Supreme Court by a 5-to-4 vote, upheld a plan in which a unit of the Sheet Metal Workers union in New York City was ordered to increase its non-white membership to 29 per cent by August 1987. The case grew out of race-bias charges filed against it by the Equal Employment Opportunity Commission.

Although the Justices were less united than they were in deciding the Cleveland case, a majority of the Court held that Title VII authorizes remedies for members of groups discriminated against in the past, even if individuals cannot prove they have personally suffered discrimination.

A majority upheld a district-court's order that enough minorities be hired to raise the union's non-white membership to 29 per cent. The number was set by the district court after extensive findings of pervasive and "egregious" racial discrimination by the union, the Justices said, and Title VII gives courts sufficient discretion to order remedies such as the membership goal.

An opinion by Justice Brennan, joined by three other Justices, said the district court had established "the membership goal as a means by which it can measure (the union's) compliance with its orders, rather than as a strict racial quota."

Regarding the membership goal, a separate opinion by Justice Lewis F. Powell, Jr.,

said that given the union's history of bias, it was doubtful "that any other effective remedy was available." And, he said, it "was not imposed as a permanent requirement and was directly related to the percentages of nonwhites in the relevant work force."

The majority held in the case, *Local 28 of the Sheet Metal Workers' International Association v. Equal Employment Opportunity Commission* (Case No. 84-1656), that the membership goal did not violate the Constitution because it was narrowly tailored to further the government's "compelling interest" in eradicating race discrimination.

In May, in *Wygant v. Jackson Board of Education* (Case No. 84-1340), the Court struck down an affirmative-action agreement adopted by the Jackson, Mich., school board that protected the jobs of minority schoolteachers during layoffs. In decisions in that case, a majority of the Justices also rejected the contention that the Constitution bars any race-conscious employment decisions except to aid proven victims of bias. A majority also indicated that preferences in hiring, including numerical hiring goals, would be acceptable if they were carefully designed to overcome past discrimination.

The Supreme Court ruled last week that public employees, including those of colleges and universities, may use the Civil Rights Act to redress salary bias that began before, and continued after, the law's provision barring job bias was extended to public employees in 1972. The Supreme Court's ruling reversed lower courts that had held that black employees of the North Carolina Agricultural Extension Service, operated by North Carolina State University, could not use Title VII of the

Civil Rights Act of 1964 to win salary adjustments to eliminate bias that began before 1972.

In another ruling, the Court held that state agencies have the authority to investigate charges of sex discrimination filed against private, Christian schools.

In the North Carolina case, *Bozmore v. Friday* (Case No. 85-93), a group of black employees charged that although separate black and white units of the extension service had been merged in 1965 and thereafter all new employees were paid equal wages, the salaries of blacks hired before the merger had not been raised to equal those of white workers.

"That the Extension Service discriminated with respect to salaries prior to the time it was covered by Title VII does not excuse perpetuating that discrimination after the Extension Service became covered by Title VII," said Justice William J. Brennan, Jr., in one of three decisions in the Court's unanimous ruling.

"To hold otherwise," he said, "would have the effect of exempting from liability those employers who were historically the greatest offenders of the rights of blacks."

"While recovery may not be permitted for pre-1972 acts of discrimination, to the extent that this discrimination was perpetuated after 1972, liability may be imposed," Justice Brennan said.

Spokesmen for civil-rights groups applauded the decision. Representatives of women's groups said it might help in their fight for "comparable worth" rulings ordering employers to pay equal salaries for jobs of comparable responsibility and skill.

Civil-rights spokesmen also were pleased that Justice Brennan's opinion specifically upheld the use of statistical

evidence, known as "multiple regression analyses," to prove salary discrimination in Title VII cases.

Spokesmen said the opinion might make it easier to prove that members of minority groups and women had been hindered by the effects of ongoing salary discrimination.

Justice Brennan said that even if a multiple regression analysis did not include all possible variables that could

affect salaries, such an analysis still could prove a plaintiff's case. "A plaintiff in a Title VII suit need not prove discrimination with scientific certainty; rather, his or her burden is to prove discrimination by a preponderance of the evidence," the opinion said.

"As long as the court may fairly conclude, in light of all the evidence, that it is more likely than not that impermissible discrimination exists, the plaintiff is entitled to prevail."

Les deux jugements de la Cour suprême des États-Unis rendus en juillet, ajoutés à un premier jugement rendu en mai dernier, donnent un solide appui à l'action positive en vue d'effacer les totis coués par la discrimination envers les noirs et d'autres groupes minoritaires. Les deux derniers jugements en faveur de causes portées devant les tribunaux par des syndicats prévoient des mesures qui privilégieront désormais les minorités dans l'embauche et les promotions. Ils repoussent l'argument de l'administration

Reagon selon lequel seules les personnes dont il a été prouvé qu'elles ont été victimes de discrimination peuvent profiter des mesures anti-discriminatoires dans l'emploi. Les porte-parole du milieu de l'éducation et des groupes s'occupant des droits de la personne affirment que la Cour vient de donner un solide appui aux programmes d'action positive en vigueur dans de nombreux collèges et universités. Ces programmes établissent des objectifs d'embauche et de promotion des femmes et des minorités.

IN/PRINTS
Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

SEX BIAS IN AWARENESS AND CURRENT TRENDS TO ELIMINATE BIAS WITHIN CANADIAN SOCIAL SCIENCE. Report of the Task Force on the Elimination of Sexist Bias in Research to the Social Science Federation of Canada. This 74-page report constitutes a definite step in the direction of the elimination of sexist bias in

research. The report includes discussion of such topics as awareness of sex bias in research within professional associations; extent of monitoring of sexism in scholarly publishing; women in research communication — editorial boards and assessors; women in social science associations, and strategies to eliminate sexist bias adopted by Canadian associations. The report also includes a series of conclusions and recommendations. Members of the Task Force were Linda Christiansen-Ruffman, Chair; Carrie Stark-Adamec and Allyne Murphy. A copy of the report may be obtained for \$10 from the Social Science Federation of Canada, 415 - 131 Slater Street, Ottawa, Ontario K1P 5H3.

CHIEF LIBRARIAN

Lakehead University invites applications for the position of Chief Librarian. The Chief Librarian is responsible to the Vice-President (Academic) for the administration, planning, and systems development of the Chancellor Paterson Library and the Education Library.

The library, staffed by 12 professionals and 32 library assistants, supports the curricular and research needs of the University's 250 faculty members and 5,500 full- and part-time students through the provision of reference and information services and a collection exceeding 1/2 million volumes.

The successful candidate must possess a graduate degree in Library or Information Science from an accredited institution. He/she must be an effective communicator and have a demonstrated record of successful library administration, preferably within the academic setting. An awareness and an understanding of current trends in higher education, library services and automated library systems is also essential.

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University offers equal opportunity for employment to qualified female and male applicants.

The deadline for applications is September 30th, 1986. Applications with curriculum vitae and the names of three referees should be addressed to Professor G.R. Waller, Vice-President (Academic), Chairmen, Chief Librarian Search Committee, Lakehead University, THUNDER BAY, Ontario, P7B 5E1.

Lakehead University



BROCK UNIVERSITY

DEAN, SCHOOL OF PHYSICAL EDUCATION AND RECREATION

The Board of Trustees of Brock University invites applications for the position of Dean, School of Physical Education and Recreation, effective July 1, 1987.

The School offers undergraduate degree programs in Physical Education (BPEd) and Recreation and Leisure Studies (BRLS). In addition to these academic responsibilities, the School also has a Department of Athletics and Services, which incorporates an Aquatics Centre, physical education facilities, grounds and the organization and administration of athletic and recreation programs for the entire University community.

The University seeks an individual with a significant record of academic achievement, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

Candidates should submit a letter of application together with an up-to-date curriculum vitae and the names of three referees to: Mr. P. Baard, Secretary, Advisory Committee, Re: Dean of Physical Education and Recreation, Brock University, St. Catharines, Ontario, Canada L2S 3A1.

The closing date for receipt of applications is October 1, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

E. Patrick McQuaid

South of the border



As a rule of thumb, when someone asks — "What was the last book you read?" — one doesn't answer: "The Green Ripper".

I recently surveyed some secondary school graduates about their reading habits — it is the sort of question they can expect admissions people to ask at the more expensive private colleges — and in interviews generally make it a point to ask academicians what they're reading or plan to read for the summer. Answers range from "War and Peace" to works by Marcel Proust, which I pretend to jot down. No one has ever answered: "The Green Ripper" — but then again, no one has ever asked me.

Like the ever-menacing Undertoad of John Irving's "World According to Garp", the Ripper is the central character in a recurring nightmare for a child who had overheard some adult conversation about life, taxes and "the Grim Reaper". I was led to read "The Green Ripper" and a string of other titles by John D. MacDonald after I came across what I considered a singular passage in his novel, "Free Fall in Crimson".

A series of MacDonald thrillers center on Travis McGee, a knight in slightly tarnished armour who lives aboard The Busted Flush and has a knack for getting into trouble. His neighbour and sometime Watson is the economist Meyer, whose floating properties are named after some of the great capitalist philosophers. Towards the end of "Free Fall" — an adventure yarn touching upon blackmail, outlaw motorcycle gangs, pornography and, of course, homicide — Meyer has just returned from a stroll along a south Florida beach where he has encountered "a gaggle of lanky young pubescent lasses", all from Dayton, Ohio.

"...And I discovered to my great pleasure that this batch was literate. They had read books. Actual books. They had all read 'Lives of a Cell' and are willing to read for the rest of their lives. They'd all been exposed to the same teacher in the public school system there, and he must be a fellow of great conviction. In a nation floundering in functional illiteracy, sinking into the pre-chewed pulp of television, it heartens me to know that there are little groups of youngsters who know what an original idea tastes like, who know that the written word is the only possible vehicle for transmitting a complex concept from mind to mind; who constantly flex the muscles in their heads and make them stronger. They will run the world one day, Travis. And they won't have to go about breaking plate glass and skulls and burning automobiles to express themselves, to air their frustrations. Nor will these children be victimized by the blurry nonsense of the so-called social sciences. The muscular mind is a cutting tool, and contemporary education seeks to take the edge off it."

"As you have said before."

"What? Sorry about that. Lecture Eighty-six C." What possesses a mystery novelist to write a passage like

that? Was it based on some actual encounter MacDonald had himself had on some Sarasota beach?

"The Meyer scene was not based on any particular encounter," he informs us. "I just used Meyer to fight all the good fights I can think of — whenever it won't slow the book down too much."

For some months now, MacDonald has been labouring over an approach to encourage reading. "You certainly realize that to a large extent when extolling reading in print, you preach to the already saved. So one must try to find an approach which will give the saved something to say to the sinners."

The approach he will take, he says, "won't appeal to the Creationists. Living creatures, through hundreds of thousands of years of precarious survival, develop special weapons. The long neck of the giraffe, the enormous leaps of the kangaroo, the camouflage of the walking stick insect, the bulbous convoluted knob on the top of our spines.

"Our complex brain did not suddenly happen," he continues. "The brain of man one hundred thousand years ago did not differ from ours to any great degree. Why did he acquire the complex, multi-station memory storage? Was it because he had to be able to identify on sight a few thousand different plants and know which ones were deadly, which ones edible, which ones could be used to treat different wounds and diseases? Did he need to know every inch of the terrain he roamed? Did he need to know all the accumulated lore regarding the fabricating and use of tools and weapons? And in order to give himself some sense of purpose and continuity, did he need to learn all the myths and history of his tribe, back for many generations? He had a god system, taboos, artistic effort. His brain made survival possible — and he used it constantly in all the complex problems of the pre-agricultural life of man, in all the problems: ceremonies, illnesses, birthing, dying..."

"Today, all that capacity is still there, inside the skull. As it does not need to be used for leaves and bugs and politics, for remembering legends, it can be used in quite a different survival-sense. The readers can know history, geography, political science, sociology, anthropology. The readers have to be the people who run the world, because of knowing the past and the present gives us a misty map of the future. And on the readers and the thinkers depends the future of the species. What of the non-readers? They are the ones whose skulls are full of wind and smoke. The great brain developed over a million years is unemployed. Little bits and fragments of half-assed ideas seep into that vacuum and expand into mania and violence.

"The study of the survival of the species tells us that any kind of life can become so specialized it can survive only in a certain environment. And if the environment changes in any drastic way, what once was a survival characteristic can become a ticket to oblivion.

"Has man's largely unused brain after hundreds of thousands of years of development become a negative factor in his survival in the atomic age? The rules have changed. I do not think it too strong a statement to say that we must use our brains or die. Paraphrased, it means Read or Die."

So the next time someone asks — "What was the last book you read?" — tell them the truth — something by John D. MacDonald.

Cancer cases at Paris centre cause concern

by Jean-Yves Nau

Reprinted from the Manchester Guardian Weekly (Le Monde).

Three researchers at the Pasteur Institute in Paris have developed cancer in recent months. Two of them are dead. No link has been established between the professional activity of these researchers who specialized in genetic manipulation and the cancers. Yet a series of arguments suggest that it could be a new type of pathology connected with their work. At any rate the case is worrying the scientific community. An inquiry headed by Professor Jean Bernard has been appointed to look into the matter.

Silence and concern. Three cases of cancer in two famous laboratories, one of them specializing in mutagens, the other in genetic recombinations. The news which was broken last week by the weekly *L'Evenement du Jeudi* on June 5, could not be ignored. And there is nothing so far which permits venturing an explanation.

The three researchers, aged about 50, 40 and 35 respectively, worked in direct contact with potentially dangerous radioactive products (phosphorus-33 and sulphur-35). Other substances which are handled every day in genetic manipulation laboratories may also be implicated.

Until it can be shown otherwise, these cancers are not thought to be diseases contracted in the course of work. But the Pasteur Institute is examining the case very carefully. The experts who were appointed have already visited the laboratories twice. "They are conducting a meticulous inquiry," says a reliable source "into working conditions and all the substances used by the laboratory staffs. The research in question is highly complex. Besides, it must be realized that these researchers had worked before in other units and close to 300 people have at one time or another worked in the laboratories over recent years." Professor Jean Bernard for his part told me the inquiry would take "several months" to reach its conclusions.

The desire to throw light on the case does not prevent the Pasteur Institute from giving a few drabs and drabs of information on the main points of the case. It refuses, for example, to say what type or types of cancer is/are involved and points out that no causal relationship has been shown.

Many products used in laboratories specializing in genetic manipulation are dangerous to begin with. Utilizing radioactive substances to mark fragments of hereditary cellular genotypes and, in a general way, the handling of genes and molecules capable of causing cancers under laboratory conditions are potential risks.

The question is whether the security regulations in the area are sufficiently strict. It is a doubly difficult question to answer because for one thing, the history of genetic manipulation goes back to only ten years or so, and for another because it is the researchers themselves who are best qualified to determine the kind of precautions they should take.

The Pasteur Institute case is all the more complicated as for the moment nothing permits specifying whether the cancers are of chemical, radioactive or viral origin. "One of the arguments against establishing a causal relationship," a Pasteur Institute specialist told me, "is that the cancers are of different kinds. Besides, we know the time lag between exposure to a mutagen and the appearance of a cancer is usually ten to 20 years."

Some years ago, a series of cancerous cerebral tumours were discovered at an Orsay laboratory among researchers working with mutagens. The tumours were diagnosed in the same laboratory between 1970 and 1980. Several recently published studies permitted to establish a connection between the manipulation of these substances and the appearance of the cancers. "Following these results," Professor Marie-Louise Eftymiou of the Fernand-Widal Hospital told me, "two inquiries are under way to draw up an inventory of suspected cases which have occurred nationwide." Furthermore, cancerous cerebral tumours will shortly be recognized as professionally contracted diseases. The Orsay victims' families will be able to seek compensation from the Ministry of Labour.

Trois chercheurs de l'Institut Pasteur, à Paris, ont développé un cancer au cours des derniers mois. Deux d'entre eux sont décédés. Pour l'instant, on n'a établi aucun lien entre le travail de ces chercheurs, spécialisés dans la manipulation génétique et les formes de cancer, et la maladie. Toutefois, selon des hypothèses, il pourrait s'agir d'un nouveau type pathologique lié à leurs travaux. L'affaire inquiète tout de même le milieu universitaire. Une commission d'enquête, présidée par le professeur Jean Bernard, a été chargée d'étudier la question.

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Each application should include a curriculum vitae and a brief statement of current and prospective research interests (if not included in the vitae). Candidates should arrange to have letters from three referees sent directly to the address below. Applications and letters of reference to:

The Head(s) of the department(s) of the applicant's field(s) of study or to the Secretary, Queen's National Scholar Committee, c/o Principal's Office, Queen's University, Kingston, Canada, K7L 3N6.

Applications will be received and considered at any time, but to be considered for the next round of the competition they must be received by October 15, 1986.



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University of Regina,
Regina, Saskatchewan, Canada.
S4S 0A2

Applications will be received until October 1, 1986 or until position is filled.



Academic Freedom and Tenure Committee Report

Item 1

The Academic Freedom and Tenure Committee, through its Person Chairing and Secretary, has been in regular contact with the faculty associations at the two universities under censure, Calgary and Memorial. Our contact persons have been the presidents of the associations, Pat Grassick (TUCFA) and Mark Graesser (MUNFA).

Item 2

With reference to the 1985 Annual Report, a number of the Learned Societies have written to the Administration at Memorial University stating that they would not meet there while the University was under censure. These Societies were cooperating with a policy adopted at the May 1984 Council meeting which asks CAUT members not to attend conferences at universities whose administrations were under censure, a policy which was, in particular, intended to apply to the collective meetings of the Learned Societies.

According to our records the first group to advise Memorial that it would be cooperating with the CAUT policy was the Canadian Historical Association, in the Fall of 1984. Other societies decided to cooperate at their May-June 1985 annual meetings and wrote immediately to Memorial. By mid-June the Administration at Memorial had received so many letters that it decided to withdraw formally its invitation to the Learned Societies to hold the 1986 meetings there.

A group which decided more recently to cooperate with the CAUT is the Canadian Mathematical Society. It had scheduled some time ago its 1985 Winter meeting for Calgary and its 1986 Summer meeting for Memorial. CAUT President Ed Anderson addressed the CMS Board at Calgary during the Winter meeting, and Academic Freedom and Tenure Committee member Mo Shokeir and TUCFA president Pat Grassick held an information session for CMS members attending the meeting. As a result of these contacts, the CMS decided that it will not in future schedule meetings at censored universities, although it will proceed with the 1986 meeting at Memorial.

Item 3

The University of Calgary — Abouna Case

Representatives of the local Association had several discussions in the past year with representatives of the Administration on this matter. The procedural deficiencies at Calgary which underlay the Abouna grievance had previously been remedied in practice, but there remains the question of redress for the grievor. The discussions between TUCFA and the Administration appeared promising last summer, but subsequently the Administration appeared to have second thoughts. The Administration also declined an invitation, conveyed by TUCFA, to renew discussions with representatives of CAUT. TUCFA continued over the course of the year to explore various options with several administrators, but with limited success to date.

Dr. Abouna continues to experience difficulties in gaining full-time employment in Canada. He is of the view that until

the Calgary Administration gives recognition in some tangible form to the effect that his employment was wrongfully terminated, his career difficulties will remain.

The Academic Freedom and Tenure Committee considers that the censure should remain in force.

Item 4

The Memorial University of Newfoundland — Webber case

There have been a number of very positive developments in this matter in the past year, to the extent that it appeared for a time that the 1986 Council could lift the censure at the May meeting. As a result of developments at Memorial in recent weeks, however, this is no longer possible. At present it may be from 2 months to 2 years, again depending on events at Memorial, before the Academic Freedom and Tenure Committee will be able to recommend to Council that censure be lifted.

President Harris of Memorial had for some time indicated his willingness to renew his discussions with CAUT on the censure dispute. MUNFA considered that it would be appropriate for the Administration to signal first its good intentions by acting to resolve a more recent, but less serious, academic freedom case which had gone unresolved for two years and which had also been investigated by the Academic Freedom and Tenure Committee. This latter case was subsequently resolved, late in the Spring of 1985. In the Summer and early Fall of 1985 MUNFA and the Academic Freedom and Tenure Committee had extensive discussions resulting in a complex proposal to be presented to the Administration. Arrangements were then made to hold discussions with the Administration.

A team consisting of two members of the Academic Freedom and Tenure Committee and several members of the MUNFA Executive held discussions over two full days in late November with President Harris and his three Vice-Presidents. A detailed agreement to resolve the censure dispute was reached at the end of these discussions, except for several points which were resolved by telephone within a few days. The representatives of the parties involved treated the discussions in a manner analogous to contract negotiations and subsequently treated the agreement as a negotiated agreement, undertaking to seek ratification of it in its entirety by their respective principals. Copies of the agreement were signed by the President of the University and the Person Chairing the Academic Freedom and Tenure Committee.

The agreement contained two major components. It provided tangible recognition for concerns of CAUT in the original dispute over the Webber case and for the work of CAUT in such matters generally. It provided a full-fledged grievance and arbitration procedure for faculty members at Memorial together with explicit protection for academic freedom and protection against discrimination on a wide range of grounds. This latter component could only be ratified through amendments to the current Terms and Conditions of Employment document. The amending formula for this docu-

ment is complex, including approval by a joint Staff-Board committee, by Senate, by the faculty at large and by the Board of Regents.

In the period December 1985 through March 1986 the following approved the negotiated settlement.

December — The Board of Regents (in principle, not in detail)
— Marlene Webber

January — The Academic Freedom and Tenure Committee
— The MUNFA Executive Committee
— The MUNFA General Membership

February — The CAUT Board

March — The Joint Staff-Board Committee

The next stage in the amending formula process was consideration by Senate. Considerable opposition developed in Senate. The matter was discussed at three successive meetings, concluding with a special meeting on April 24 at which the amendments were voted down. Conspicuous among those opposing the negotiated amendments were the deans and faculty members allied with them. It should be noted that only the second component of the agreement, the set of amendments to Terms and Conditions, was before Senate.

Most recently, on May 2 and May 5, in discussions with the Person Chairing Academic Freedom and Tenure and with representatives of MUNFA, respectively, President Harris has agreed to undertake to determine if there are modifications to the agreement which could be made which would accommodate the deans, yet still be acceptable to CAUT and MUNFA. This process could be completed within a couple of months. It might, however, not be completed until MUNFA becomes a certified bargaining agent and negotiates a first collective agreement; this could take a couple of years.

Had Senate approved the amendments to Terms and Conditions, the Board of Regents probably would have agreed also and the faculty at large as well. The Academic Freedom and Tenure Committee and the CAUT Board were prepared to recommend to council that censure be lifted as soon as the agreement was ratified at Memorial.

In the present circumstances the Academic Freedom and Tenure Committee is of the view that the censure should remain in force at Memorial. The Committee will advise Council if renewed discussion lead to positive results.

Item 5

The Committee recommends that Council instruct the President to advise all CAUT members and all Canadian learned societies of the fact that Calgary and Memorial are still under censure, of the nature of the cases, of developments in the past year and of CAUT's appreciation of the cooperation it has received from individual members and from learned societies.

N.S. College of Art and Design: strike imminent

by Alvin Comiter
President,
FUNSCAD

The current labour relations crisis at the Nova Scotia College of Art and Design (NSCAD) reveals an ironic disparity between the school's avant-garde image and the administration's reactionary concept of university governance. The Faculty Union of the Nova Scotia College of Art and Design (FUNSCAD) was formed in February of 1985 and was certified under the Nova Scotia Trade Union Act the following May. After more than a year at the bargaining table the Board of Governors is still unwilling to agree to even the most fundamental employee rights.

The Union's goal has been to negotiate terms and conditions of employment in line with those at other universities in Nova Scotia and across Canada. Their priorities have been Academic Freedom, Grievance Procedures, Job Security, Consultation, on Academic Matters, Hiring and

Dismissal Procedures, etc. — principles that other institutions take for granted as being fundamental to quality university level education. Unfortunately, the College's progressive image masks some very primitive ideas on labour relations. For example, the Board has refused to accept the idea of continuing appointments as an alternative to the current system of fixed contracts renewable at the sole discretion of the employer. The Board also claims the authority to be the final judge of the competence and qualifications of faculty and refuses any grievance procedure which might review Board decisions on issues such as reappointment, promotion or sabbaticals.

At the end of June, the Board presented the Union with their final contract offer and broke off negotiations. To the union's amazement, significant agreements that were secured during months of negotiations in the spring were

reneged on in the Board's final package. On July 17, the membership unanimously turned down the Board's proposals. William McCallum, a provincial conciliator who has been at the negotiating table since February, filed his report on July 18, placing the College in a legal lock-out/strike position on August 1.

The faculty at the College remain united in their determination to achieve their original objectives. FUNSCAD is particularly proud of the fact that they have 100% membership — all members of the bargaining unit have voluntarily joined the union. FUNSCAD has further demonstrated its commitment to the collective bargaining process by filing an application to bring seasonals and part-time faculty into the Union. The Nova Scotia Labour Board has given the Union direction for achieving this goal and further applications will be filed in the near future.

FUNSCAD has received a great deal of support from the CAUT as well as invaluable assistance from the Nova Scotia Confederation of University Faculty Associations. In response to the worsening situation at the College, the trustees of the CAUT Defense Fund have voted to provide FUNSCAD with benefits in the event of a lockout. In addition, the Fund has agreed to provide loans to FUNSCAD should the employer cut off premiums on their existing benefit package. To underline their concern, the trustees have moved the next meeting of the Defence Fund from Montreal to Halifax. Other Faculty Associations across Canada have recognized what's at stake at the Art College bargaining table and have rallied to FUNSCAD's support. Letters of concern may be sent to Mr. David Dibble, Chair of the Board of Governors, 3163 Duke Street, Halifax, Nova Scotia B3J 3J6, (copies to the

Union).

Unfortunately, the College is also in the midst of contentious debates on academic issues. In February of 1985 a petition signed by faculty and students was submitted to the Dean requesting an emergency faculty meeting to deal with what many felt to be a crisis of confidence in the administrative decision making process with regard to academic matters. Still another controversy emerged after the Dean of the College resigned to become President of the Emily Carr College of Art in Vancouver. Despite the fact that the College Policy book details specific procedures for filling senior administrative vacancies, the President and the Executive of the Board unilaterally restructured the administration and appointed new Deans without even the pretense of a search. In addition, the administration has repeatedly violated the "freeze" imposed by the Trade Union Act and they

have harassed faculty and threatened their continued employment at the College.

The Nova Scotia College of Art and Design, Canada's only degree granting art school, was founded almost 100 years ago. With an enrolment of approximately 500 students, NSCAD offers undergraduate programs leading to the Bachelor of Fine Arts, Bachelor of Design, Bachelor of Arts in Art Education, as well as graduate degrees in Art and Art Education. Faculty and graduates have distinguished themselves internationally and have earned NSCAD the reputation of being one of Canada's most valuable art and educational resources. It appears that the Nova Scotia College of Art and Design's reputation for nurturing new ideas and responding to change does not extend beyond the classroom into the Boardroom.

BC court decisions on mandatory retirement released

by Tina Head
CAUT Staff

The B.C. Supreme Court has released two decisions on Charter challenges to mandatory retirement. *Stoffman v. Vancouver General Hospital* concerned 14 doctors whose admitting privileges at the hospital were terminated because they were over the age of 65 and lacked "unique skills". *Harrison and Connell v. University of British Columbia* dealt with the mandatory retirement at age 65 of a tenured professor and an administrative officer at the university. Mr. Justice Taylor reached opposite conclusions in the two cases, which were released simultaneously in July.

At issue in the *Stoffman* case was a hospital regulation which permitted staff normally expected to retire in their 65th year to make special application to defer retirement. A medical advisory committee would consider each application and make a recommendation based on the health and continuing performance of the applicant. In applying the regulation, it was the practice of the hospital trustees to require applicants for continued admitting privileges to demonstrate that they had unique skills which could not be provided by younger more recently trained physicians.

The Charter issues considered by the court included:

- whether the Charter applied;
- If so, whether there was a violation of section 15 as age-based discrimination and/or section 7 as a denial of the right to liberty (to practice a calling); and
- whether any such violations would nonetheless be permissible under section 1 as a reasonable limitation.

On the first issue, the court concluded that the Charter did apply. The court found that the hospital was subject to broad ministerial discretion under the Hospitals Act and that the provincial government also effectively controlled hospital affairs through its power to appoint and dismiss 14 of the 16 trustees and its unqualified ministerial veto over all by-laws. Mr. Justice Taylor concluded that for practical purposes the management of the hospital was as fully under provincial government direction and control as it would have been if operated within a ministry,

and therefore the imputed regulation constituted an act of government within the meaning of s. 32(1) (b) of the Charter.

In considering whether there was age discrimination under s. 15(1), the court concluded

there is nothing unreasonable or unfair, so as to amount to discrimination under section 15(1) of the Charter, in an "expected retirement age" being established by the hospital, or in special scrutiny being applied by the hospital to applications from doctors seeking continued privileges after they have reached that age, which is not applied to others.

The court determined that age 65 was within the range of reasonableness for this purpose, and so the regulation did not in itself constitute discrimination under the Charter. However, Mr. Justice Taylor came to a different conclusion with respect to the way in which the regulation was applied by the trustees:

By deciding to reject the applications of all doctors over 65 who lack unique skills, the trustees added a requirement

Lo Cour suprême de la Colombie-Britannique a publié deux décisions sur des contestations de la retraite obligatoire engagées en vertu de la Charte. L'affaire Stoffman c. l'Hôpital général de Vancouver concernait quatorze médecins privés du droit d'y faire entrer des patients parce qu'ils avaient plus de 65 ans et étaient sans "compétence exceptionnelle". L'affaire Harrison et Connell c. l'Université de la Colombie-Britannique traitait en cause la retraite obligatoire à 65 ans d'un professeur permanent et d'un agent administratif de l'Université. Le juge Taylor en est venu dans les deux affaires à des conclusions opposées publiées simultanément en juillet. Dans la première affaire, le Cour a décidé, entre autres choses, que la pratique de l'hôpital privait les médecins de plus de 65 ans du droit d'exercer une profession contrairement à l'article 7 de la Charte. Dans la seconde, le même tribunal a décidé que la règle de la retraite obligatoire de l'Université de la Colombie-Britannique ne violait pas la Charte.

which effectively denied those over 65 the right to be judged on the basis of "health and continuing performance", the criteria which the regulation indicated would be considered in deciding whether their privileges would be continued. The plaintiffs were plainly denied the benefit of Regulation 5:04, and equal benefit of the hospital regulations generally, solely on the basis of age, and with no concomitant benefit to others. The policy was adopted essentially for administrative convenience. I find that this was neither reasonable nor, in the relevant sense, — "fair".

The court also concluded that the practice deprived doctors of the right to practice a profession, contrary to section 7 of the Charter which guarantees the right to "life, liberty and the security of the person".

The court also found that the violations were not saved by section 1 of the Charter, which protects "such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society". Mr. Justice Taylor held the trustees had no authority under the regulation effectively to exclude practitioners over age 65 from continuation of admitting privileges, and, even if authorized, the limitation placed on doctors was unreasonable. Mr. Justice Taylor added the following comments:

I do not intend by anything said in these reasons for judgment to suggest that the hospital may not take its "expected retirement age" into consideration in deciding in individual cases whether the interests of the hospital require that an application for continued privileges be refused. It would, in my respectful view, be permissible, with proper advance notice, to take that age into consideration where the hospital in any individual case prevented from making some particular advantageous change in the composition of its medical staff by the failure of a doctor of 65 to retire, or where the doctor declines to make reasonable plans for his ultimate retirement, or where, of course, there are reasons to believe that the doctors' retirement is necessary in the interests of patients at the hospital.

The same court reached a different conclusion in the *Harrison* case. It decided that the Charter did not apply because "the University of British Columbia is neither engaged in the exercise of governmental authority nor does it provide a government service nor in determining its employment policies does it perform a function of government". Mr. Justice Taylor also concluded that the university's employment agreements were private contracts and thus there was no "law" so as to concern the guarantee of equality before and under the "law" and the equal protection and equal benefit of the "law" without discrimination in section 15 of the Charter.

The court went on to consider whether the Charter applied indirectly through the

provincial Human Rights Act which determines the extent to which age can be a factor in employment practices. That legislation prohibits discrimination in employment because of age, age being defined for that purpose as 45 years or more and less than 65 years. The argument here was that, by granting protection only to those between 45 and 65 years of age, the Human Rights Act was inconsistent with section

15(1) of the Charter which places no such limitation on age. The court concluded that a limited statutory protection against discrimination did not necessarily amount in itself to discrimination, and that it would be contrary to the "overall purpose" of the Charter to so decide in this case. The end result was that the mandatory retirement policies at UBC were held not to violate the Charter.

Unlike the mandatory retirement cases in Ontario, the *Harrison* case was not initially filed with financial support from CAUT. In Ontario, seven faculty members and one librarian are awaiting the decision of Mr. Justice Gray of the Ontario Supreme Court in their Charter challenge to mandatory retirement. The challenge involves four universities: Guelph, Laurentian, Toronto and York.



Faculty of Commerce Saint Mary's University

The Faculty of Commerce at Saint Mary's University, with over 1,200 full and 200 part-time students, is the largest business program in the Atlantic Region and one of the 10 largest English-speaking programs in Canada. Due to enrolment increases experienced by this faculty in both its undergraduate and graduate (MBA) programs and program changes, a decision has been made to significantly expand the full-time faculty complement. As a result, the Faculty of Commerce has a number of positions available for the 1987-88 academic year.

Listed below are the vacancies we have by department and by area of specialization. In all cases we are seeking individuals who have a Ph.D. (assistant or associate rank) in the appropriate area or in some cases we will consider individuals who are ABD. Our salary offers are competitive, and interested applicants will find that our support for research and travel is excellent.

Interested individuals can contact the appropriate department chairpersons for further information and/or forward a current curriculum vitae, including a list of at least three references, along with a letter of application.

Visiting positions are also available and individuals are encouraged to contact the appropriate chairpersons for further information.

Accounting (1 Position)

One tenure-track position is available.
Dr. F.P. Dougherty, Chairperson
Accounting

Data Processing/ Information Systems (1 Position)

Individuals with a background in various aspects of data processing and information systems are encouraged to apply.
Dr. J.C. Dodds, Chairperson
Finance/Management Science

Finance (2 Positions)

For one position we are particularly interested in individuals who have a background in corporate finance. For the other position we are open to applications from individuals with a background in any area of finance.
Dr. J.C. Dodds, Chairperson
Finance/Management Science

Management (1 Position)

Individuals with a background in organizational behaviour are encouraged to apply.
Dr. H.F. Schwind, Chairperson
Management

Management Science /Computing (1 Position)

Applicants should be able to offer courses in two of the following areas: Computing (BASIC, FORTRAN, COBAL), information systems, or management science.
Dr. J.C. Dodds, Chairperson
Finance/Management Science

Marketing (2 Positions)

While we are interested in individuals with any marketing area, we are particularly interested in an individual with a background in retailing.
Dr. N.D. Kling, Chairperson
Marketing

Written/Oral Communication (1 Position)

Individuals with both a written/oral background and an awareness of business needs and practice are encouraged to apply.
Dr. N.D. Kling, Chairperson
Marketing

Applicants should address all correspondence to the appropriate chairperson at the address indicated below:

Saint Mary's University
Halifax, Nova Scotia B3H 3C3

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Négociations/ Bargaining

Robert Léger/CAUT



Memorial University of Newfoundland

Three days of hearings of the Newfoundland Labour Relations Board (NLRB) to consider certification of the Memorial University of Newfoundland Faculty Association (MUNFA) ended on August 5th. Mark Graesser, the president of MUNFA, was a witness for the association for two and a half days. He has now to be cross-examined. Howard Snow of CAUT was also a witness. The Board has set aside 10 more days of hearings commencing October 14th. Memorial University officials are arguing that all directors, laboratory instructors, librarians, visiting and contractual appointees, and research fellows be excluded from any bargaining unit. The university's contesting the certification of MUNFA has resulted in generating the longest certification hearing in the memory of the province.

Quebec

The members of the Syndicat général des professeurs de l'Université de Montréal (SGPUM) are not very happy, to say the least, with the administration of the university. The administrators are seriously examining certain hypotheses to balance the university budget. Not only are they proposing a new levy for teaching material to be paid by students, but the new plan calls for a salary freeze of academic and administrative staff plus the utilization of the actuarial surplus of the pension plan. The Université de Montréal has been in a deficit situation for a few years and the deficit for the coming year should be in the order of 7 or 8 million dollars. The information concerning the university hypotheses leaked a few days after the SGPUM presented their salary demands for 1985-86 and 1986-87. Please note that only the issue of salary is on the table as a re-opener; the collective agreement being in force until May 31st, 1987. The University has not answered those demands officially yet. The freeze has enraged faculty members, many of whom have had little or no increase in pay since 1982. The SGPUM is preparing its proposal for the negotiation of the whole collective agreement that should start in March.

The Syndicat des professeurs de l'Université de Sherbrooke (SPUS) has ratified the agreement concerning possible lay-offs in the Faculty of Theology, Department of Philosophy and English Studies, and the School of Music. A committee composed of 27 representatives of different groups of students and staff will have submitted its report on the budgetary situation by September first. The date of the notices of lay-offs has been moved to October 3, though the effective date of the lay-offs would still be September 1st, 1987.

Brock University

After lengthy negotiations, the administration and the faculty association (BUFA) at Brock University have finally reached agreement on a special plan arrangement. The agreement will be in effect for four years. A few of the important features of this "agreement on the terms and conditions of employment for faculty" are as follows: The final resolution of a grievance is either by (i) an Internal Grievance Panel; or (ii) arbitration. Where the grievance involves loss of employment of a faculty member, or involves or is based upon the No Discrimination or Academic Freedom articles, final resolution shall be by arbitration. Final resolution of other grievances shall be by arbitration unless the parties agree that it shall be by the Internal Grievance Panel.

A decision of the President to deny tenure can be appealed to the Appeals Committee. A Hearing Panel named by this committee makes a final and binding decision, subject to the right to grieve on the basis of alleged violations of procedures or of the articles on Academic freedom or No Discrimination.

A faculty member could be laid off in the event of a financial exigency, but not "for reasons of program change or deletion".

The determination of salaries and benefits is by negotiation which might involve a mediator to help assist the parties in resolving their differences. The mediator may, at any time, report an impasse to the parties, but shall not make any recommendation on the unresolved matters. If there is an impasse, or if either party fails to ratify an agreement, the University shall advise BUFA of the improvements, if any, it intends to make on salary and benefits for a period of no longer than twelve (12) months.

An important change in the relationship is that, from now on, committees will be struck jointly by the president and BUFA. The president of BUFA, R.C. Nunn, declared that this particular change is a positive step forward and that it will enhance collegiality.

Howard Snow, a member of the CAUT staff assisted BUFA in the negotiation.

The information concerning Quebec has been mostly abstracted from *Nouvelles Universitaires*, Vol. 7, No. 17.

CAUT Collective Bargaining Conference 1986

by Elizabeth Caskey
Chair, Collective
Bargaining and
Economic Benefits
Committee

The 9th annual CAUT Collective Bargaining Conference took place at the Auberge Far Hills in Val Morin, Quebec. Approximately 90 people, including staff and resource people, attended for the entire week of the conference and participated in a wide variety of sessions.

The conference itself has evolved over the years that CAUT and the Collective Bargaining Committee have been offering it as a service to members. For the first few years, when CAUT and local faculty associations were new to collective bargaining, there was an emphasis on actual bargaining sessions.

Many faculty and librarians attended for several years in a row in order to build on skills learned in a previous session. In the last couple of years, there has been new emphasis

on attracting participants who are just beginning to be involved with local faculty associations and the conference is fairly evenly divided between "skills, workshops and policy workshops."

The collective bargaining workshops, the skills half of the conference, has been completely redesigned to provide a comprehensive review of the bargaining process. The focus of the various workshops ranged from preparing proposals to bargaining techniques to what happens in case there is a strike or an arbitration should there be an impasse in bargaining; and finally, to grievance handling and what happens after you have an agreement. In these sessions, the emphasis was on hands-on experience with participants taking part in accommodation, writing proposals and counter proposals, or preparing grievances. These sessions utilized the skills of CAUT staff — Howard Snow, Tina Head, and Robert Léger — as well as those of CAUT Presi-

dent Al Sharp.

Included as well in this half of the conference was a media workshop which was presented jointly by Sarah Shorten, past president of CAUT and media consultants Barbara and Peter Graham. Here, techniques and strategies for dealing with the print, radio, and T.V. media were introduced.

During the second half of the conference, this year for the first time, all the standing committees of CAUT directly participated in the proceedings — highlighting the integration of all the activities of CAUT and of local associations.

The Economic Benefits Committee (which has since been integrated with the Collective Bargaining Committee) was responsible for the workshop on salary structures and interest arbitration, as well as for a general overview of economic benefits. The Academic Freedom, and Tenure Committee held a workshop on current issues in academic freedom. For this session, we

provided simultaneous translation and were able to include on the panel a member of the FAPUQ AF&T committee as well as two members of our own committee.

The Status of Women Committee offered a workshop on positive action strategies. Members of the panel reviewed positive action policies and contract language as well as specific experiences in negotiating positive action.

In all these sessions, members of the committee as well as individuals from local faculty associations provided the necessary expertise.

The conference was, of course, not all work. There was also time to relax. One of the great benefits of holding a conference such as this in a resort setting is that there is both the time and opportunity to talk to one another and share information about particular problems and their solutions. It is the intention of CAUT to continue to offer this service to members.

Photos: ROBERT LEGER



McGill: shows important slice of intellectual history

McGill University: for the advancement of learning
by
Stanley Brice Frost
Montreal
McGill-Queen's
University
Press

by Malcolm MacLeod

There was a time, before the challenges of worthy Toronto, upstart Alberta and other schools, when McGill was preeminent among Canadian universities. With the publication of these two volumes all her great growth and accomplishments are suitably explained, while nothing is explained away.

Developed with meticulous precision, the work has 27 chapters consisting of no fewer than 243 titled sections. Frost's narrative proceeds from the biography of James McGill "The public servant" and "Colonel of militia"

through increasing complexities to the era 15 years ago: "Principal's office occupied", "The old biology and the new".

These numerous little essays vary from 400 to 4000 words in length, overlap rarely and never by accident, and tell a smooth, well-integrated tale. What could be the vice of fragmentation is instead the great virtue of controlled order imposed on incipient chaos.

Moreover, it is easy by analyzing the sections' subject matter to get a rather exact notion of what kind of work this is. Here — incorporating one reader's sometimes arbitrary judgements as to whether complicated sections belong best under this heading or that — is how 180 years of McGill history is organized.

If Frost need be forced into one particular camp of university historians, this analysis makes clear he belongs in the ranks of institutional structuralists — writers whose main



McGill Campus

emphasis is upon organization of academic units and matters of governance. Comparing the two volumes, the most important shifts in emphasis are how conditions beyond university gates impinged much more on campus activities in the 20th

century than the 19th, and the growth of research.

The index to volume 1 has no entries for research at all; where they might have been, there are instead 27 references to religion. Then proportions and values changed right round. Research became a major activity at 20th century McGill — for example: the Rutherford-Soody discovery that atoms disintegrate in radioactive change; Leonard Marsh and the flood of studies, worrying to capitalism, which emerged from his Rockefeller-funded social science project in the 1930's; all the new knowledge created by that organization quintessentially Canadian, the Pulp & Paper research institute, whose investigators during World War II produced one new paper that was impervious to attempts at secret writing by prisoners of war, and another which was chewable, "for documents that might need to be destroyed in a hurry" (II, 226).

Frost points out that since World War I, contribution to new knowledge is what distinguishes a university professor from mere college teacher. He tells us all we need to know about McGill investigators on the research frontiers, except what range of flavours the wartime documents came in.

The book is centred around heroes. Top billing goes to all the various disciplines, incarnated as departments: "Dawson's old chair of natural history", for example, "self-dividing in almost cellular fashion" (II, 34-5) — zoology, botany, chemistry, medical biochemistry, metallurgy, chemical engineering. People are important too, one-third of the chapter titles feature particular individuals.

Senior administrators are the greatest giants. Cyril James, British, brought in from Pennsylvania to head up the university with the most insulting of invitations: "In normal circumstances McGill would search for a really distinguished (Principal) . . . but at the present time all such people are being absorbed into the war effort" (II, 207). Thomas Roddick, Newfoundland, who became Dean of Medicine and

McGill's Member of Parliament, who "encouraged the introduction of Lister's aseptic practices into Montreal hospitals" (II, 31) — Frost's euphemism for dosing everything liberally with carbolic acid.

The highest hero of all was William Dawson. Principal for nearly 40 years (1855-93), he built up a great citadel for free inquiry while engaged in stubborn polemics against his period's most significant intellectual advances. "The major debate was of course on evolution. . . . A child of the Heavenly Father. . . . Dawson could not come to the subject with a free mind." "The world of science was the window through which he gazed on the craftsmanship of the Creator" (II, 232, 178).

Some of the heroes — this may even apply partly to Dawson — are anti-heroes, failures or scoundrels. Among researchers there was Raymond Boyer, chemist who worked on second war explosives, then went to prison when fingered by Gouzenko for having passed some of the secrets on from Montreal to Moscow. Among Principals there was Arthur Morgan, fired in 1937 after only two years. "Nothing was more typical than that he should change the colour of the McGill letterhead from the traditional red to pale blue. Blue was the colour of Hull College from which he had come — but it was also the colour of the University of Toronto. . . . Even the students realized that a man who could paint McGill blue simply had to go" (II, 197).

Frost does not fail to show the university's disreputable side: petty and obdurate in the late 1800's against admission of women students, especially in medicine; cutting in half the proportion of Jewish students in the 1930's by quotas and higher matriculation standards.

The dirtiest story of all is the campaign waged just before and after 1940 against faculty members' free expression of opinion. Becoming Principal in 1938, Lewis Douglas was presented with the university's reputation as a centre for socialist propaganda, as a problem that needed to be solved. The reputation came from the utterances of thinkers like Frank Scott ("Till power is brought to pooling"), Eugene Forsey and Leonard Marsh. Douglas came up with a "well-considered programme" whose three parts were:

- Tenure redefined so that instructors in junior ranks, including assistant professors under 40 with less than ten years' service, did not possess it.
- Promotion only for a small number of carefully selected individuals.
- The views of senior professors who could not be weeded out by these methods were to be counter-balanced by deliberate university policy of appointments and special lectures for safely conservative academics.

Frost describes all this dispassionately, without passing judgement. We are able, reading his work, to formulate anti-McGill opinions, which is a great virtue. It would have been interesting to also know what he thinks of it all — but perhaps that would get in the way of the narrative.

The Douglas plan is at any rate revealed as an important kind of device, masquerading as legitimate policy, for curbing radical criticism. Forsey and Marsh were let go. Decisions which threatened the income and reputation of a few individuals constituted a tactic to intimidate the 99% of surviving faculty members. Did they read the threat prudently and give up the freedom to criticize society and politics?

See MCGILL/26

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Topic	Number of sections in	
	Volume 1	Volume 2
A particular faculty, department or institute	8	50
Governance (includes legislation, finance & administration)	36	17
General history of the university or the era (includes history of ideas)	13	13
Principals of McGill	11	14
Students	12	10
Curriculum	8	13
Donors & chancellors	6	4
Relations with Quebec, Canadian & world society (includes 2 world wars)	0	9
Research at the university	0	6
Campus travelogue	0	3

A history of AUT UK's first-ever national strike

by Alan Taylor-Russell
President, AUT UK

The university system in the UK is under attack. Following the publication in May 1985 of a Government "Green Paper" on the Development of Higher Education into the 1990s, which promised progressive reductions in university funding, the Association of University Teachers (AUT) UK launched a campaign to change Government policy. As part of that campaign, the Association called its first-ever national strike last January. In this article, Alan Taylor-Russell, AUT UK's national President surveys the events leading up to the strike and its successful execution.

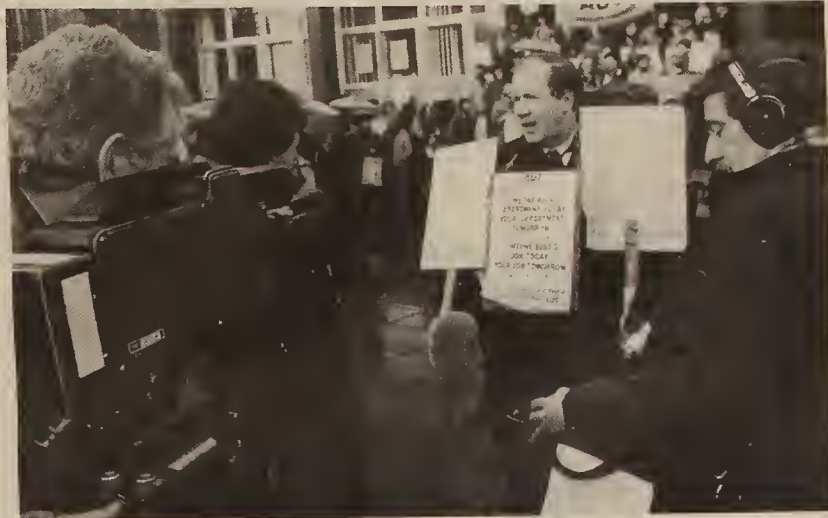
The publication of the UK Government's Green Paper on the "Development of Higher Education into the 1990s" followed wide consultation, both inside and outside the Higher Education Sector. For the universities it followed hard on the heels of a period of rapid contraction between 1981 and 1984, when over 10% of Government funding was withdrawn. The University Grants Committee (UGC), which distributes Government funding to the universities in the UK, called for an end to contraction and for a return at least to level funding; it also drew attention to the need for additional funding for a general improvement in salary levels, which had fallen badly behind. The AUT argued for a widening of access to higher education, to take advantage of an expected fall in the 18 year old population.

Against the advice of those, such as the UGC, whose opinion might have been supposed to count, the Green Paper, when it was published, confirmed that spending on higher education was expected to decline by 2% per annum for at least the next three years and that projections of student numbers would show a 14% drop by the early 1990s. These reductions would mean, said the Green Paper, that funding would need to be distributed more selectively, that research funding might be withdrawn from some departments or whole institutions and that some institutions might even have to close. In essence, the whole tone of the Green Paper presented a narrow, vocationalist and anti-intellectual view of the purpose of higher education. It made no effective response to the calls from both inside and outside the universities for an imaginative and forward-looking policy.

The response of the UGC to this gloomy prospectus was to confirm that the depleted resources it was to receive in future would indeed have to be distributed much more selectively between institutions. In particular, that part of the grant intended for research would, for some universities, be drastically cut. The response of the AUT was to launch a Campaign for Higher Education, with the aim of reversing Government policy, arguing instead for a policy of wider access, truly level funding and the restoration of proper salary levels to improve morale and recruitment to the profession.

In embarking on this campaign, the Executive had no expectation of achieving rapid success; a time scale of at least two years was envisaged. The campaign would need to be carefully "paced" and would need to be marked from time to time by major activities based on large scale membership involvement. Since the goal was essentially a political one, effective use would need to be made of parliamentary lobbying; good publicity and media coverage would also be essential.

Quite early in the campaign, it became clear that a way of demonstrating the anger of members in the face of Government policy on Higher Education and its consequences for the universities was needed. Frustration at the lack of progress over salaries, which had lost over 25% in purchasing power and for which an increase due in April 1985 had still not been agreed, was also growing fast. Out of this grew the idea of mounting a demonstrative one-day, national strike, the first in AUT history. The intention of such a strike would not be coercive but it would be designed to draw attention



to the need for a change of policy on funding and salaries, it would involve the entire membership and its very novelty alone would attract wide media coverage and publicity.

Recent trade union legislation in the UK has placed an obligation on unions wishing to retain immunity from civil action to conduct a ballot of all members before calling industrial action. AUT Executive therefore decided that a ballot of all members should be held before a final decision on the proposed strike was taken, although given the unprecedented nature of the action for AUT, it is inconceivable that a ballot would not have been held, irrespective of the legislation. Indeed, so anxious were we to consult as widely as possible as well as to take every opportunity to explain to members why Executive was recommending a strike, that it was also decided to call an Emergency meeting of Council, AUT's supreme policy-making body, to authorize the holding of a ballot.

Council met early in November and approved the ballot by an overwhelming majority, with only a handful of Local Association representatives voting against. Executive then set about the job of informing members of the decision, why it had been taken and of the importance of a high turnout and a large "yes" vote.

The politicisation of the issue was also heightened by the fact that we had decided to hold a series of regional and national rallies and a lobby of Parliament at the end of November as part of a programme for "Higher Education Week", during which the arguments for the ballot and for the strike could be put to members. Voting in the ballot took place early in December and the result was declared at the regular Winter Council meeting, a few days before Christmas. On a 69% poll, the voting was 55% in favour of the strike and 45% against.

The date chosen for the strike, January 15, was the latest possible date consistent with the restrictive timetable laid down by the legislation, which states that not more than four weeks shall elapse between the declaration of the ballot result and the start of the action. Despite the fact that this period included the Christmas break, detailed advice to Local Associations on matters such as picketing and general organization, leaflets and placards, advice on handling the media etc., as well as the strike call to members, were all distributed well in advance of the date.

In the days leading up to the strike there were, inevitably, misgivings that the relatively small majority in favour might result in a very much less than complete response to the strike call. On the day, however, the response of members was overwhelming and we estimated that some 75% of the membership took part in the action. Effective picket lines were mounted at practically every institution in the country. Several universities reported over 90% participation. At many universities, academic staff on picket lines were joined by members of other campus trades unions. A number of Vice-Chancellors appeared on platforms at strike meetings, and others made public statements of support.

Fears that media coverage might suffer as a result of obsession during that week with the "Westlands" affair and its repercussions, were dispelled. In the event we obtained excellent coverage, both local and national, in press, radio and television, nearly all of it favourable and sympathetic to our cause.

The AUT chose to mount a one-day strike because it was perceived as the right form of demonstrative action for that stage in our campaign. As the campaign continues to unfold, it will come to be seen as a very significant event in that campaign but only one among a number of varied events that have marked it and will continue to do so. It will, of course, be seen also as marking a watershed for the AUT. But by the same token, we shall never again be able to capitalize on its lack of precedent. That it not to say that we shall not wish to repeat it at some time, either in the current campaign or in some future campaign, if the circumstances, politically and tactically, are seen to justify it.

One thing is certain, few actions in the recent history of the AUT have made such an impact politically and have involved such large numbers of members as this did. January 15 has left an indelible impression on the Association.

3M TEACHING FELLOWSHIPS: CALL FOR NOMINATIONS

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada Inc. have joined together to reward and enhance teaching at Canadian universities. The first step in this collaboration is the creation of at least 10 3M Teaching Fellowships for 1986.

The Award

A citation of excellence in recognition of an outstanding contribution to teaching and learning in Canadian universities.

An invitation to an exclusive 3-day seminar, to be held at the Château Montebello, where participants will have an opportunity to work with 10 of the best university teachers in Canada (all expenses paid).

In most cases, local support for fellows' activities to enhance teaching and learning.

Eligibility

These awards are open to any individual currently teaching at a Canadian university, regardless of discipline or level of appointment. In 1986, some preference will be given to applicants from Ontario. (It is hoped that, in each subsequent year, a different geographical region will be selected for special emphasis.)

Duration and Nature of Appointment

The award is for one year.

The selection committee will look for independent evidence of demonstrated excellence in teaching over a number of years (principally, but not exclusively, at the undergraduate level) and commitment to the improvement of teaching within the candidate's own institution (and perhaps beyond).

Selected fellows agree to attend the 3M Seminar from November 9-12, 1986, at the seminar will both celebrate outstanding achievements in teaching and seek strategies to expand the impact of successful teachers. All expenses (including travel) for this event will be paid as part of the award.

It is hoped that successful nominees will play an ongoing leadership role on behalf of their teaching colleagues at Canadian universities throughout the duration of the award. STLHE will support such efforts, insofar as this is possible.

Nomination Procedures

No standard form is required. Self-nominations will be accepted as well as nominations from colleagues and students.

Written applications should include:

- (1) independent evidence that the nominee's teaching is highly regarded both by peers and students (e.g. a summary of teaching evaluations over several years, a list of special curriculum development efforts, teaching awards received, letters from colleagues and students, etc.);
- (2) independent evidence that the nominee has played a leadership role in developing teaching and learning beyond her/his own courses (e.g. participation in Teaching and Learning Committees, presentation of seminars on teaching and learning topics, work on special teaching and learning projects, etc.);
- (3) a letter from the nominator which summarizes the case for the nominee and notes key terms in the supporting evidence;
- (4) a letter from the nominee's Vice-President (Academic), or equivalent, that attests the nominee's special qualifications for the award and indicates in what ways the institution is prepared to support a project initiated by the nominee; and
- (5) a letter from the nominee indicating that, in the case of a successful nomination, he or she is available and able to accept the terms of the award.

Application Procedure

Deadline for receipt of nominations is October 1, 1986.

Nominations should be sent to: STLHE, 3M Teaching Fellowships, Teaching Resources and Continuing Education, Nestlé Hall, University of Waterloo, Waterloo, Ontario N2L 2G1.

Telephone inquiries should be directed to: (519)885-5211, ext. 2070.

Please include the name, address and telephone number of the nominator.

Le système universitaire au Royaume-Uni est menacé. En effet, après que le gouvernement eut publié, en mai 1985, un livre vert sur l'essor de l'enseignement supérieur dans les années 1990 qui promettait de réduire progressivement le financement des universités, l'Association of University Teachers (AUT) du Royaume-Uni a

lancé une campagne pour modifier la politique du gouvernement. Dans le cadre de cette campagne, l'association a déclenché sa première grève nationale en janvier dernier. Alan Taylor-Russell, l'auteur du présent article, et président national de l'AUT, récapitule les événements qui ont provoqué la grève.

McGill 24

This is not the first published history of McGill. Earlier ones, however, were so narrow, boosterish, or mannered that the new study far surpasses them in satisfaction.

The McGill history project — eight years in duration, solidly backed by plentiful resources — has produced a work which comprehensively employs available documentation and shows signs of sound

guidance throughout. In historicizing it seems, Frost does not inhibit fruitful harvests. The work may even deserve the adjectives which the author is bold enough to suggest in both prefaces: "authoritative", "definitive".

The book has but one important flaw, not in execution but design. The university's social history, especially the life experience of students who congregated there, is somewhat underinvestigated. A former dean of religious studies may not, after all, be

the most apt person to recruit to this task. One steeped in theology might tend to consider historical sources almost holy writ — perfect as given, not one jot or tittle to be added. But what, of human interest, diversity and depth, might Frost have added to his history if he had applied the methods of oral history to the 20th century portion of the study?

Repeatedly, he shows he is aware of the problem. He muses about the "deeper concerns of a university, that is to

say, the curriculum, the experience of being a student in the institution, . . . Materials are not plentiful." Returning to the theme much later, he says, "Students are undoubtedly the most difficult element in the university to chronicle" and regrets the shortcomings of a 260-page anthology of memoirs published in 1975, E.A. Collard's *The McGill you knew (I, II; II, 261, 264)*.

What can be done about gaps in the record? Beef the record up, many would

answer: treat all the people with experience of McGill as part of the archive too, and study them as well as words which happen to have been put down on paper. The author did not embrace this approach. Instead, one admired his performance at the 1985 CHA in Montreal, explaining to a session that he did not trust oral history, arguing so engagingly, so persuasively, and so wrong.

Had he probed even the most modest of random samples — two students for each of the past 60 years, say, and some ordinary faculty members — he could have given us studies of student motivation, cultural and class background, and how such aspects stayed constant or changed over time; could have tried to say with assurance whether Principal Douglas' assault on academic freedom had the intimidating effect that was intended.

Nevertheless, the question still remains whether this might be the finest Canadian university history produced so far. Comparison with other strong works in the genre may not yield a definite result. Frost is less fixated on bureaucracy than Hayden's study of Saskatchewan. Johnston's McMaster has more profound and interesting controversies.

Reid's work on Mount Allison — which also failed to exploit the full potential of oral history — seems more unified. The knot of hute schools at Sackville made a simpler study than McGill's messy amalgam of institutes and faculties, "a number of discrete entities bound

together by a common heating system", according to one observer.

Not only was the McGill story intrinsically difficult to bring together with as much unity as this book has; it also shows a more important slice of Canadian intellectual history than perhaps any other university could. Frost explains how McGill served national purposes for much of its career: operating 60 local centres, coast to coast, for examination in music; a travelling library system that embraced two countries, Canada and Newfoundland; the west coast junior college which grew into UBC; and so on.

Because of the significance of the story, as well as skill in the telling, it is inevitable that this highly structured, clear and interesting account of anglophone Quebec's greatest achievement will often be considered a model setting standards for such productions. The recipe is, follow the Frost formula, plus oral history.

Malcolm MacLeod is an Associate Professor of History at Memorial University of Newfoundland. He is currently working on a study of the junior college phase in Memorial University's history, 1925-1949, which is scheduled for completion in 1987.



Computers in EDUCATION 86

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IN/PRINTS (Information was supplied by the publisher.)

WITHHOLDING TREATMENT FROM DEFECTIVE NEWBORN CHILDREN, Joseph E. Magnet and Elke-Henner W. Kluge, Brown Legal Publications, Quebec, 1985. Considered in this book are the legal and ethical implications of euthanasia as it relates to the birth of radically defective children. "Death is allowed, sometimes even hoped for, in the intensive care nursery...There is no unanimity of criteria for deciding on death, for identifying those who will decide, or for the manner in which death occurs." The authors point out the need for standardized criteria and publicly known procedures. Professors Magnet and Kluge teach at the universities of Ottawa and Victoria, respectively.

WRITING FOR SOCIAL SCIENTISTS: How To Start And Finish Your Thesis, Book, Or Article, Howard S. Becker and Pamela Richards, The University of Chicago Press, 1986. Avoiding chaos and ridicule...a humorous and somewhat autobiographical look at the problems of writing about society, based on the author's 35 years of experience in the field. "Problems of style and diction invariably involve matters of substance." Discussed are turgid, pretentious prose; the persona you adopt in writing and how this affects your credibility; paying attention to your metaphors; and writing as it is done in response to specific social pressures. "...you don't have to write

like a social scientist to be one." Becker and Richards teach at Northwestern Univ. and the Univ. of Florida, respectively.

THE SOCIAL DIMENSIONS OF LAW, ed. by Neil Boyd, Prentice-Hall Canada Ltd., Scarborough, 1986. "Law itself is an inherent contradiction, a tangible representation of the need to dominate, and simultaneously a tool that can be used to lessen domination." Central to this collection of 14 essays by Canadian social critics, are the human consequences of social control. "...the study of law necessarily involves the study of values..." Topics include crimes of property, pornography, prostitution, homicide and drug use. The editor teaches at Simon Fraser Univ.

GETTING INTO PRINT: The Decision-Making Process In Scholarly Publishing, Walter W. Powell, The University of Chicago Press, 1985. A sociological study of two American publishing houses and how theory differs from practice in why a scholarly manuscript is accepted or rejected. The credentials of the author, his or her social environment, the editorial decision-making process are examined. "What is striking about scholarly publishing is the degree of intimacy between the academic community and scholarly publishing...extended networks among authors and publishers generate strongly defined standards of behaviour...(and are)...vital to economic success."

The author teaches at Yale.
THE OMBUDSMAN PLAN: THE WORLDWIDE SPREAD

OF AN IDEA, 2nd ed. (revised), Donald C. Rowat, University Press of America, 1985. "...the rise of the welfare state...has resulted in a rapid and bewildering growth of bureaucracies. This has made necessary new protections against bureaucratic bumbling and abuses of power." This book examines the history of the office of ombudsman from its origins in the Scandinavian countries to its present adoption by 31 countries around the world at the national, state or local level. Comparisons are made between the various systems, including that of several provinces in Canada, and includes proposals for implementing a comprehensive federal scheme. The author teaches at Carleton University, Ottawa.

BIOMEDICAL ETHICS IN CANADA, John R. Williams, The Edwin Meller Press, Queenston, Ontario, 1986. "Rapid advances in the life sciences and medicine, combined with increasing financial restraints on the health care system, are giving rise to a number of difficult ethical questions, at both the clinical and public policy levels. These issues effect everybody..." In this overview of the current state of teaching and research in biomedical ethics in Canada, the author examines the relationship of this interdisciplinary field to medicine, nursing, dentistry, philosophy, theology, professional and voluntary organizations, and research centres. "Of the approximately 400 Canadians engaged in teaching and research in biomedical ethics it may safely be said that less than 100 are specialists in this field."

Dean, Faculty of Technology

Applications and nominations are invited for the position of Dean of the Faculty of Technology. Appointment will be effective July 1, 1987 for a term of 5 years.

Ryerson Polytechnical Institute is primarily a teaching institution, with an expanding emphasis on applied research. It offers undergraduate career-oriented programs through curricula balance between professional and liberal studies. The Faculty of Technology consists of 6 academic departments with 175 full-time faculty and 2,500 full-time students. It administers 10 programs in Architecture and Engineering leading to a Bachelor of Technology degree, and 10 diploma programs. All departments have some part-time enrolment.

The Faculty seeks a Dean who can provide leadership for curricular and faculty development, sound management of scarce resources, and vigorous liaison with the external academic and professional community. The successful candidate must have strong academic qualifications, proven administrative ability and a demonstrated capacity for effective innovation. The Dean must have a genuine respect for Ryerson's type of undergraduate education and be personally committed to teaching.

Applications and nominations, together with a curriculum vitae and the names of 3 referees should be received not later than October 10, 1986 by: Mr. T.W. Grier, Vice President, Academic, Ryerson Polytechnical Institute 350 Victoria Street, Toronto, Ontario M5B 2K3.

This advertisement is directed equally to women and men and, in accordance with Canadian immigration requirements, to Canadian citizens and permanent residents.

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IN/PRINTS (Information was supplied by the publisher.)

OLD PASSIONS/NEW VISIONS: SOCIAL MOVEMENTS AND POLITICAL ACTIVISM IN QUEBEC, ed. by Marc Raboy, Between The Lines, Toronto, 1986. All of the 15 articles assembled in this compilation were written between the referendum on "sovereignty association" of 1980 and the Quebec elections of 1985, and are intended to introduce English-language readers to a range of writing on current socio-political issues in Quebec. Among the topics are ecology, immigrants, feminism, the Quebec peace movement, unions and the PQ. "The idea of sacrificing the other aspects of daily life on the altar of social and political involvement has become increasingly out of fashion..." The editor teaches at Concordia University.

THE HEART OF SOCIAL PSYCHOLOGY by Arthur and Elaine Aron, Lexington Books, Toronto, 1986. A personal and humorous survey, based on informal interviews, of the predominant characteristics necessary to — or exhibited by — modern social psychologists. Among these are an insistence on the objectivity of social influence, a love of playful and/or intricate research and a concern for the world. "In spite of their crusade, social psychologists admit that individuals do influence society too. They have to admit it, because they have influenced society so often themselves..." The authors teach at the University of Santa Clara, California.

THE TIME BUYER: How To Get Time Off Your Job Without Loss of Income, Don Abrams, Deneau, Toronto, 1986. Many professors already have the option of sabbaticals. This volume is a guide for those whose type of employment does not readily permit taking a length of time away from one's work to pursue personal dreams and/or goals. The book suggests deferring a portion of one's income until enough equity has been built up; the reasons for doing so; the costs, procedures for setting up such a plan with the employer, tax arrangements; and other related concerns. The author teaches at Algonquin College, Ottawa.

CANAOA'S COMMUNITY COLLEGES: A Critical Analysis, by John O. Oennison and Paul Gember, University of British Columbia Press, Vancouver, 1986. The story of the origins and

evolution of the community college system in Canada between the 1960s and 1985, including chapters on how these institutions may best serve Canadian needs in the future. "The original vision of a national role for Canada's colleges has been blurred by more pressing realities of the first years, and by the abrasiveness of Canadian society during this period." The authors suggest that much of the strength of Canada's colleges resides, not in attempting to emulate the universities, but by "...playing the maverick to the hilt... to become a unique, significant educational force". The book also contains English and French bibliographies of published and unpublished materials relating to the development of Canada's community colleges. J.O. Oennison teaches at the University of British Columbia. P. Gallagher is

President of Vancouver Community College.

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Misuse of funds

The question of a union's ability to lobby in defence of its members' interests is an important issue facing CAUT and other unions. Thus it is unfortunate that Prof. Michael MacNeil's article (May, 1986) on the topic offers little more than the usual apologetics put forward by union leaders to defend their often irresponsible actions. Prof. MacNeil begins from the sensible position that pursuing the interests of union members may at times oblige the leadership to take a course of action outside the arena of collective bargaining. However, he fails to relate this position to the objections raised in the cases now before the courts.

The central question contained in these suits concerns the circumstances under which unions may legitimately use union funds to pursue issues beyond the realm of collective bargaining. Instead of attempting to come to terms with this issue, he is content to repeat the tired view that drawing lines is always difficult and thus union leaders must be left free to do as they please.

Admittedly, it can be difficult to distinguish appropriate from inappropriate conduct in such matters. But is this generally the case? Is there really no difference between

lobbying on issues of occupational safety and lobbying on disarmament? Between mandatory retirement and abortion? Between pension reform and Central America? The truth of the matter is that union leaders, counting on the docility of their members, have felt free to misuse union funds to pursue their own favoured political agendas. If the courts or legislation restrict the lobbying activities of unions it will indeed be a setback for labour but the union leaders will have no one to blame but themselves.

Kevin McQuillan
Dept. of Sociology
University of Western Ontario

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University College of Cape Breton

VACANCY COMMUNICATION

Department of Languages, Letters and Communication



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Qualifications: Ph.D. or M.A. (at ABD Level) with two of the following areas: interpersonal communication, non-verbal behavior, argumentation, communication theory and research methods, plus college teaching experience. Research and publications are an asset for applicants and will be expected of the successful candidate.

Nature of duties: Teach undergraduate courses at fundamental level plus specialty.

Salary offered: Salary negotiable depending on qualifications; range: \$26,000 - \$36,000.

Person to be addressed: Send application including updated resume, confidential title and graduate transcripts, to Professor Clay Warren, Coordinator, Search Committee, Department of Languages, Letters and Communication, University College of Cape Breton, Sydney, Nova Scotia, B1P 6L2.

Effective Date of Appointment: July 1, 1987.

Deadline for Applications: October 31, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

takes a sabbatical away from the normal residence and therefore rents his/her house. Many, if not most, insurance policies on houses and their contents limit the liability of the insurance company if the house is not being occupied by the policy-holders.

What this means is that if a professor rents his/her house (fully furnished) for a year, most insurance policies will not cover the contents of the house after a certain period (2,3 or 4 months for example). The house itself may be covered but not the contents. Therefore, if anything happens, the professor would only recover for the value of the house and not for the value of its contents.

If you are planning a sabbatical which entails renting your house (furnished or unfurnished), you should check your policy. If your contents are not covered under these circumstances, you should ensure you are fully covered. You can do this either by changing your policy or by getting a new company that offers this type of insurance.

There are a number of companies which offer full protection. If you have trouble finding a company, you should contact the CAUT office and we may be able to help.

MOUNT ALLISON UNIVERSITY VICE-PRESIDENT (ACADEMIC)

Mount Allison University invites applications and nominations for the position of Vice-President (Academic).

Founded in 1839 in Sackville, New Brunswick, the University offers academic programs of high quality. Enrollment is strictly limited, and at present there are 1,750 full-time undergraduate students. The faculty of 140 members is committed to excellence in teaching, scholarship and research.

The Vice-President (Academic) reports directly to the President. As the senior officer of the University concerned directly with academic affairs, the Vice-President advises the President on all academic matters, and is responsible for academic planning and providing leadership in carrying out the academic mission of the University. The Vice-President shares responsibility for operational decisions with senior administrative colleagues.

Candidates for the position should have a demonstrated record of academic leadership and a commitment to excellence in teaching, scholarship and research. An ability to communicate effectively with academic colleagues, students, board and senate committees and members of the community at large is important. The preferred starting date for this position is January 1, 1987, but a date not later than July 1, 1987 would be considered.

Applications and nominations should be sent by September 29, 1986 to:

Mr. Harvey Gilmore,
Secretary, Search Committee for
Vice-President (Academic),
Mount Allison University,
Sackville, New Brunswick
E0A 3C0

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



The University of Western Canada
London, Canada

VICE-PRESIDENT RESEARCH

Applications are invited for the position of Vice-President Research. This senior administrative position, reporting directly to the President, is to be primarily responsible for research promotion and enhancement, as well as its administration. The University of Western Canada is strongly committed to excellence, both in teaching and research, therefore, knowledge, enthusiasm for, and deep commitment to high quality academic research is critical for this position.

The position requires a person with a PhD and with an outstanding research achievement. The individual chosen will possess some combination of the following qualities: demonstrated leadership ability, the capacity to enlist enthusiastic faculty support for new research and development activities; a commitment to new research initiatives, including efforts in a variety of interdisciplinary areas; the ability to identify and secure national and international sources of funding, both traditional and recent; an understanding of highly varied research perspectives in keeping with the mission of a broadly developed university.

Nominations and applications should be submitted, with a résumé and the names of at least three referees to:

Dr. Thomas J. Collins
Provost (Vice-President Academic)
Room 107
Stevenson-Lewson Building
The University of Western Ontario
London, Ontario N6A 5B8

Deadline: 1 November 1986
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UNIVERSITY OF REGINA FACULTY OF ENGINEERING Regional Systems Engineering

Applications are invited for a faculty position in the Regional Systems Engineering program. Duties will include undergraduate and graduate teaching, and development of a research program in the applicant's area. The applicant should be a systems oriented engineer with a basic degree in Civil Engineering who can undertake teaching duties in geotechnical-structural engineering area as well as in a number of systems related courses. A Ph.D. is required.

The position will be at the rank of an Assistant Professor and will be for a three-year period initially with a strong possibility of this position going on tenure track.

The salary will be commensurate with experience and academic qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications, including the names of three references should be sent to:

Dean W.B.H. Cooke
Faculty of Engineering
University of Regina
Regina, Saskatchewan
Canada S4S 0A2

A history of the past: when 'life reeked with joy'

by Anders Henriksson
From The Wilson Quarterly,
Spring 1983. Copyright 1983
by The Woodrow Wilson In-
ternational Center for
Scholars.

History, as we know, is always bias, because human beings have to be studied by other human beings, not by independent observers of another species.

During the Middle Ages, everybody was middle aged. Church and state were co-operative. Middle Evil society was made up of monks, lords and surfs. It is unfortunate that we do not have a medieval European laid out on a table before us, ready for dissection. After a revival of infantile commerce slowly crept into Europe, merchants appeared. Some were sitters and some were drifters. They roamed from town to town exposing themselves and organized big fairs in the countryside. Medieval people were violent. Murder during this period was nothing. Everybody killed someone. England fought numerous wars for land in France and ended up winning and losing. The Crusades were a series of military expeditions made by Christians seeking to free the holy land (the "Home Town" of Christ) from the Muslims.

The Middle Ages slipped to a halt. The renaissance bolted in from the blue. Life reeked with joy. Italy became robust, and more individuals felt the value of their human being. Italy, of course, was much

closer to the rest of the world, thanks to northern Europe. Man was determined to civilize himself and his brothers, even if heads had to roll!

The Reformation happened when German nobles resented the idea that tithes were going to Papal France or the Pope thus enriching Catholic coffers. Traditions had become oppressive so they too were crushed in the wake of man's quest for resurrection above the not-just-social beast he had become. An angry Martin Luther nailed 95 theocrats to a church door. Theologically, Luther was in to reorientation mutation.

Louis XIV became King of the Sun. He gave the people food and artillery. If he didn't like someone, he sent them to the gallows to row for the rest of their lives. Vauban was the royal minister of flirtation.

The enlightenment was a reasonable time. Voltaire wrote a book called *Candy* that got him into trouble with Frederick the Great. Philosophers were unknown yet, and the fundamental stake was one of religious toleration slightly confused with defeatism. France was in a very serious state. Taxation was a great drain on the state budget. The French revolution was accomplished before it happened.

The revolution evolved through monarchical, republican and totalitarian phases until it catapulted into Napoleon. Napoleon was ill with bladder problems and

Dr. Henriksson's article is composed of a collection of excerpts from the essays and term papers of his students at McMaster University.



Tom McDonald

was very tense and unrestrained.

History, a record of things left behind by past generations, started in 1815. Throughout the comparatively radical years 1815-1870 the western European continent

was undergoing a Rampant period of economic modification.

A new time zone of national unification roared over the horizon. Founder of the new Italy was Cavour, an intelligent Sardine from the

north. Nationalism aided Italy because nationalism is the growth of an army. We can see that nationalism succeeded for Italy because of France's big army. Napoleon III-IV mounted the French throne. One thinks of Napoleon as a live extension of the late, but great, Napoleon. Here too was the new Germany: loud, bold, vulgar and full of reality.

Culture fomented from Europe's tip to its top. Richard Strauss, who was violent but methodical like his wife made him, plunged into vicious and perverse plays. Dramatized were adventures in seduction and abortion. Music reeked with reality. Wagner was master of music, and people did not forget his contribution. When he died they labeled his seat "historical."

World War I broke out around 1912-14. Germany was on one side of France and Russia was on the other. At war people get killed, and then they aren't people any more, but friends. Peace was proclaimed at Versigh, which was attended by George Loid, Prime Minister of England. President Wilson arrived with 14 pointers. In 1937 Lenin revolted Russia. Communism reared among the peasants, and the civil war "team colours" were red and white.

Germany was displaced after WWI. This gave rise to Hitler. Germany was morbidly overexerted and unbalanced. Berlin became the deca-

dent capital, where all forms of sexual deprivations were practised. A huge anti-semantic movement arose. Hitler remilitarized the Rhineland over a squirmish between Germany and France. The appeasers were blinded by the great red of the Soviets. Mooselini tested his foundations on eight million bayonets and invaded Hi Lee Salasy. Germany invaded Poland, France invaded Belgium, and Russia invaded everybody. War screamed to an end when a nukleer explosion was dropped on Hiroshima. A whole generation had been wipe out in two world wars, and their forlorn families were left to pick up the pieces.

According to Fromm, individuation began historically in medieval times. There is increasing experience as adolescence experiences its life development. The last stage is us.

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PRESIDENT 3

n'exercer pas de pressions sont susceptibles de se faire damer le pion par ceux qui le font. Les activités de l'ACPU ne se limitent pas non plus au palier fédéral. Ainsi, à l'invitation des associations de professeurs de la Colombie-Britannique, l'ACPU a lutté pour freiner les attaques du gouvernement créditiste contre les universités et pour défendre les intérêts menacés des professeurs.

Les décisions que nous prendrons cette année modèleront notre association pour de nombreuses années à venir. Voilà une rare occasion qui se présente à nous. L'année sera passionnante. Avec votre concours, nous éloignerons ces doutes que nous avons sur notre association au mitan de son existence. Nous prouverons que non seulement nous avons vieilli, mais que nous nous sommes aussi améliorés.

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able assistance to ongoing cancer research programmes.

Great strides are being made in the fight against cancer. And will continue to be made. If you'll just take that precious moment to remember the Canadian Cancer Society in your Will. That, too, will be a moment for which you'll be remembered forever.



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ADMINISTRATIVE POSITIONS

UBC HEALTH SCIENCES CENTRE HOSPITAL Family Practice Department Head. This major research, teaching and referral hospital requires a head for its active Department of Family Practice. Applicants must be eligible for academic appointment in the University Department of Family Practice. Apply to: Chairman, Family Practice Search Committee, c/o V.P. Medicine & Clinical Development, UBC Health Sciences Centre Hospital, 2211 Westbrook Mall, Vancouver, B.C. V6T 2S5.

UNIVERSITY OF GUELPH ONTARIO AGRICULTURAL COLLEGE, Chairman, Department of Animal and Poultry Science. Applications are invited for the position of Chairman, Department of Animal and Poultry Science, University of Guelph. The position is available July 1, 1987. The Department of Animal and Poultry Science is one of the administrative units in the Ontario Agricultural College (OAC). It has a close working relationship with units within the College, as well as with departments in the Ontario Veterinary College and the College of Biological Science. It is one of the largest departments within OAC with 40 faculty and professional staff members and 75 other staff. The undergraduate major in Animal and Poultry Science averages 30 students each year, and there are currently 60 graduate students enrolled. The department administers major research programs in beef, dairy, poultry and swine. The successful applicant will have background and experience in Animal Science, Poultry Science, or in a closely related field and will have demonstrated qualities of leadership. Experience in teaching and research is desirable. The closing date for applications is January 31, 1987. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for reference. This position is open to Canadian or non-Canadian citizens. Enquiries and applications, which will be treated in confidence, should be addressed to: Dr. E.A. McEwen, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario N1G 2W1. Appointment is subject to final budgetary approval.

UBC HEALTH SCIENCES CENTRE HOSPITAL Head, Department of Laboratory Medicine. UBC Health Sciences Centre Hospital is a 600-bed adult tertiary referral hospital consisting of 300 inpatient beds and 300 ambulatory clinics. The hospital is located in the J.F. McCreary Health Sciences Centre on the campus of the University of British Columbia. It is closely affiliated with the medical sciences faculties and schools of the University and provides community, major referral and specialty services to patients from Vancouver and throughout the province. The hospital has a major role in teaching in the health related disciplines and has a very active research

Advertising and Censure

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program. Applications are invited for the position of Head, Department of Laboratory Medicine. The successful applicant will be responsible for an active department with 10 members on the active staff and 17 on the consultant and research medical staff. The department participates actively in the teaching programs in pathology of the University and provides experience to Residents in the hospital setting. The Head of the Department of Laboratory Medicine will hold an appointment in the Department of Pathology, University of Medicine and Dentistry of the University of British Columbia, and will be expected to develop and coordinate teaching programs of the department. Candidates should be eligible for licensure from the College of Physicians and Surgeons, hold a Fellowship in the Royal College of Physicians and Surgeons of Canada, and have experience in medical administration. Preference will be given to Canadian residents of Canada. Replies should be sent to: Dr. David Hardwick, Professor and Head, Department of Pathology, 211 Westbrook Crescent, Vancouver, B.C. V6T 2B5.

AGRICULTURAL ECONOMICS UNIVERSITY OF GUELPH, Department of Agricultural Economics and Business. Position Description: The Department has initiated a Masters of Agriculture degree specializing in agricultural business management. A major objective is to attract and train managers of commercial farms from across Canada, as well as personnel from firms and organizations who deal with the farm. The Department requires a faculty member who will provide leadership in applied farm management. Responsibilities include developing and teaching a final year M.A. course emphasizing case studies in farm management, supervision of M.A. students during cooperative education work terms, and teaching an undergraduate course. The incumbent will also have the opportunity to develop a research program and supervise Ph.D. and M.Sc. research. Qualifications: Assistant Professor. Application Procedures: Applicants should provide a curriculum vitae, a brief description of career interests, transcripts and the names of three referees to: Dr. Larry J. Carter, Chairman, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Position Open: Currently Application

Closing Date: September 30, 1986. Subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is not a factor for consideration. Position subject to final budgetary approval.

THE UNIVERSITY OF MANITOBA, Agricultural Economics. The Department of Agricultural Economics and Farm Management invites applications for a tenure-track position at the Assistant or Associate Professor level in the area of marketing and trade. Qualifications include a Ph.D. in Agricultural Economics or Economics. Demonstrated competence in teaching and research is desirable as well as familiarity with micro-computer instructional techniques. Some knowledge of Canadian agriculture is desirable. Successful applicants would be expected to teach in both the undergraduate and graduate program as well as development of research and public service programs individually and in co-operation with academic staff in Agricultural Economics and other disciplines in the marketing and trade areas. Salary is commensurate with training and experience. In accordance with Canada Employment and Immigration regulations, priority will be given to a Canadian citizen or permanent resident. Both men and women are encouraged to apply. Appointment will be effective January 1, 1987. Please send enquiries and applications to: Dr. J.A. MacMillan, Head, Department of Agricultural Economics and Farm Management, University of Manitoba, 406 Agriculture Building, Winnipeg, Manitoba, R5T 2N2. Closing date for applications is October 1, 1986.

ANIMAL & POULTRY SCIENCES

UNIVERSITY OF GUELPH, Molecular Genetics. The Department of Animal and Poultry Science is seeking applications for a tenure track position at the Assistant/Associate Professor rank. Applicants should have a Ph.D. and preferably post-doctoral experience with expertise in recombinant DNA technology and willingness and ability to apply these techniques to the whole animal. Collaboration with faculty in this and other departments in multidisciplinary projects involving molecular genetics will be encouraged. The appointee will be expected to be part of a team approach to genetic improvement of farm animals and to support the integration of activities in animal biotechnology and molecular genetics with animal breeding. In addition the successful applicant will participate in the graduate and undergraduate programs of the department and will interact with the poultry and swine industries. The department has fully equipped laboratories and active research in molecular and cell biology, and farm animal research. The University of Guelph has a proven commitment to the genetic improvement of livestock as evidenced by the Centre of that name and the recently established Chairs in Animal Biotechnology and Animal Breeding Sciences. Applicants should submit a complete resume, transcripts, three letters of reference and two or three recent publications to: Dr. G.K. Mielecki, Chairman, Department of

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L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une des universités.

ANTHROPOLOGY

McGILL University, Department of Anthropology. Applications are invited for two tenure track positions (subject to final budgetary approval) in social/cultural anthropology at the rank of Assistant Professor (base \$50,522 Canadian per annum) or junior Associate Professor, and also for a nine month, non-tenure track position (possibly renewable for two years) at the rank of Assistant Professor, all three appointments from September 1, 1987. Successful candidates will require demonstrated achievement of high distinction in two or more of the following fields: specialization of primary interest, the Canadian North development and teaching of political economy, gender studies; and secondarily, economic anthropology, symbolic anthropology, and the history of anthropology. Applicants are invited from all areas of the world, including the Americas, Europe, Africa, and East or Southeast Asia. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should include a curriculum vitae and names and addresses of three referees, and be sent to Professor Philip Gail Szap, Chairman, Department of Anthropology, Macdonald College of McGill University, 211 Lakeshore Road, Ste. Anne de Bellevue, Quebec, H9X 1C0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

BIOCHEMISTRY

UNIVERSITY OF SASKATCHEWAN, Biochemistry. Two appointments at the level of Assistant Professor are available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. These appointments are for term of three years. Applicants must have a Ph.D. and/or M.D. degree. Duties will include research and teaching of biochemistry to undergraduates and graduate students. Effective date of the appointments is July 1, 1987. Salary will be commensurate with experience and training. Experience in areas such as gene expression, molecular cloning, recombinant DNA technology, and sequencing techniques would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and the names of three referees to: Dr. J.D. Wood, Department of Biochemistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. (Reference: Pat numbers 861, 115-242, 115-243, 115-244).

MCMASTER UNIVERSITY, Biochemistry. Postdoctoral Fellows available to study sorting and targeting of enveloped virus (HSV and Buny) membrane glycoproteins and reverse transcriptase structure-function using cloned gene expression and site directed mutagenesis and retrovirus mediated gene transfer. Starting salary \$19,000 - \$23,000. Opportunity for limited teaching. Please send curriculum vitae and three letters of reference to: Prof. H. G. Ho, Chairman, Department of Biochemistry, McMaster University, Hamilton, Ontario, Canada, L8N 3Z5. Position open until filled.

UNIVERSITY OF ALBERTA, Department of Anthropology. Applications are invited for a Research Associate in the field of Macromolecular Nuclear Magnetic

Resonance Spectroscopy. This position is available immediately and is term-time, renewable on an annual basis. Current funds are available for a 3 year period. Candidates should have a doctorate degree in NMR spectroscopy and should have 2 - 3 years postdoctoral experience in NMR in biological systems. Salary will be commensurate with the applicant's training and experience. Send resume to: Dr. D. Sykes, Department of Biochemistry, University of Alberta, Edmonton, Alberta, T6G 2G4. Applications received by September 30, 1986. The University of Alberta is an equal opportunity employer in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance.

QUEEN'S UNIVERSITY, Department of Biochemistry. Postdoctoral position to study human lymphocyte growth regulatory genes. These genes or their products are potential targets of transduction of the AIDS virus. We have a human T-cell lymphotropic virus which cause leukemias or AIDS (Wong/Sall & co-workers). We have a library of prepared cDNA libraries enriched for genes showing increased expression in the AIDS virus infected human T-cell lymphocytes. Characterization of the nucleotide sequence of these genes. Biochem. Biophys. Res. Comm. 125:619; 1985). A funded position is available immediately. Successful candidates will require demonstrated achievement of high distinction in two or more of the following fields: specialization of primary interest, the Canadian North development and teaching of political economy, gender studies; and secondarily, economic anthropology, symbolic anthropology, and the history of anthropology. Applicants are invited from all areas of the world, including the Americas, Europe, Africa, and East or Southeast Asia. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should include a curriculum vitae and names and addresses of three referees, and be sent to Professor Philip Gail Szap, Chairman, Department of Anthropology, Macdonald College of McGill University, 211 Lakeshore Road, Ste. Anne de Bellevue, Quebec, H9X 1C0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA, Biochemistry. Applications are invited for a position of research associate in the Dept. of Biochemistry, University of Alberta. The molecular biology of immunoglobulin genes. Applicant must have a Ph.D. in biochemistry or microbiology and at least three years post-doctoral training. The successful candidate will require demonstrated achievement of high distinction in two or more of the following fields: specialization of primary interest, the Canadian North development and teaching of political economy, gender studies; and secondarily, economic anthropology, symbolic anthropology, and the history of anthropology. Applicants are invited from all areas of the world, including the Americas, Europe, Africa, and East or Southeast Asia. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should include a curriculum vitae and names and addresses of three referees, and be sent to Professor Philip Gail Szap, Chairman, Department of Anthropology, Macdonald College of McGill University, 211 Lakeshore Road, Ste. Anne de Bellevue, Quebec, H9X 1C0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

BIOLOGY

ST. FRANCIS XAVIER UNIVERSITY, Department of Biology. NRC UNF Fellowships are available to Canadian citizens and permanent residents of Canada with a minimum of one year postdoctoral experience. The research orientation of the Department is strongly aquatic in the areas of animal physiology, endocrinology, ecology, genetics, physiology and developmental biology. Research will include a half course at the graduate level in the area of specialty. The successful applicant will be nominated by the Research Fellowship. Candidates should submit curriculum vitae and the names and addresses of three referees to: Dr. M. Weisbach, Chair, Department of Biology, St. Francis Xavier University, Antigonish, Nova Scotia, B9S 1C6.

UNIVERSITY OF GUELPH, School of Human Biology. The School of Human Biology at the University of Guelph has applications for a tenure-track position at the Assistant Professor level. The person we are seeking is a Ph.D. or equivalent with an active research programme in Human Physiology, Human Biomechanics, Human Anthropology or a related area, and an ability to interact with a strong Physiology group. The successful candidate's

ISSUE
OCTOBER
NOVEMBER
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JANUARY
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AD CLOSING DATE
SEPTEMBER 12, 1986
OCTOBER 15, 1986
NOVEMBER 12, 1986
DECEMBER 8, 1986
JANUARY 14, 1987
FEBRUARY 11, 1987
MARCH 13, 1987
APRIL 10, 1987
MAY 12, 1987

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responsibilities will include teaching of Human Biology and Graduate Courses in Biology, Biomechanics, and Physiology. Graduate Students and pursuance of an independent research program. The School of Human Biology is an active of growth and interactive development. Simon Fraser University, in addition to the two general areas of (1) Human Applied Physiology and Structural Control, and (2) Human Evolutionary Biology, Developmental Biology, and Physiology, research interests include: neurophysiology of Motor Control, Muscle Metabolism, Cardiovascular and Human Physiology, Quantitative Biomechanics, Ergonomics, Physical Anthropology, Molecular Biology, and Medical Genetics, Biological Basis of Human Adaptation to the Environment (which is subject to budgetary approval) should include a curriculum vitae and a letter of reference. Applications will be accepted until the position is filled, should be sent to: Dr. Stan R. Leclerc, M.D., FRCPC, Director, School of Human Biology, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF OTTAWA. Animal Physiology. The Department of Animal Biology seeks applicants for a tenure track position to teach animal biology and carry out research in animal physiology. The position is subject to budgetary considerations and will be available from July 1, 1987. Applicants are invited from persons holding a Ph.D. and having relevant postdoctoral experience, and who have achieved in the field of animal physiology. The successful candidate is expected to maintain an active, externally funded research program, and to continue to undertake graduate level teaching. The appointee will become a member of the Ottawa-Carleton Centre for Studies and Research in Biology, a cooperative program between the University of Ottawa and Carleton University, which includes active collaboration with scientists from several other universities. The position is available to bilingual individuals. The University of Ottawa is a bilingual institution to the faculty to lecture in both French and English. Applications should be sent to: Dr. J. McNell, Chairman, Department of Biology, University of Ottawa, Carleton Campus, Ottawa, Ontario, K1N 6N5. In accordance with Canadian Immigration requirements, successful candidates must be Canadian citizens and permanent residents of Canada.

UNIVERSITE D'OTTAWA. Physiologie animale. Le département de biologie de l'Université d'Ottawa recherche un poste d'enseignant à temps plein, pouvant conduire à l'obtention de la permanence. Les candidats doivent posséder un doctorat ainsi qu'une expérience postdoctorale pertinente dans le domaine de la physiologie animale et être considérés comme citoyens canadiens. La nomination sera, en principe, à temps plein. Les candidats doivent satisfaire aux conditions budgétaires. La personne choisie devra poursuivre un programme de recherche et donner des cours de physiologie animale, superviser des programmes d'enseignement du premier, deuxième et troisième cycles. De plus, elle devra participer au Centre de Recherches Supérieures et de Recherche en Biologie d'Ottawa-Carleton, ce centre, géré conjointement par l'Université d'Ottawa et l'Université Carleton, permet une étroite collaboration avec des chercheurs de plusieurs universités. Les candidats doivent soumettre une lettre de motivation, un curriculum vitae et une description des domaines biologiques de leur intérêt. Les lettres doivent être adressées à J. McNell, directeur, Département de Biologie, Faculté des sciences, Université d'Ottawa, Carleton, Ottawa, K1N 6N5. Conformément aux exigences relatives à l'immigration au Canada, les candidats doivent être des citoyens canadiens et résidents permanents du Canada.

UNIVERSITY OF GUELPH. Insect Physiology. NSERC University Research Fellow. The Department of Entomology and Biology wishes to sponsor an insect physiologist for the NSERC-URF program. The position is subject to two letters of recommendation to: Dr. S. McIver, Chairman, Department of Entomology and Biology, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, successful candidates must be Canadian citizens and permanent residents. Deadline: Sept. 20th, 1986.

UNIVERSITE D'OTTAWA. Biologie végétale/microbiologie. Le département de biologie de l'Université d'Ottawa recherche un poste d'enseignant à temps plein pour l'obtention de la permanence. La nomination sera, en principe, à temps plein. Les candidats doivent posséder un doctorat ainsi qu'une expérience postdoctorale pertinente dans le domaine de la biologie végétale/microbiologie. Les candidats doivent soumettre une lettre de motivation, un curriculum vitae et une description des domaines biologiques de leur intérêt. Les lettres doivent être adressées à J. McNell, directeur, Département de Biologie, Faculté des sciences, Université d'Ottawa, Carleton, Ottawa, K1N 6N5. Conformément aux exigences relatives à l'immigration au Canada, les candidats doivent être des citoyens canadiens et résidents permanents du Canada.

collaborer avec des chercheurs de laboratoires gouvernementaux et universitaires en vue d'obtenir une publication bilingue. Il est essentiel que les candidats possèdent une expérience en emploi, à enseigner, en laboratoire ou en gestion. Les candidats doivent soumettre une lettre de motivation, un curriculum vitae et une description des domaines biologiques de leur intérêt. Les lettres doivent être adressées à J. McNell, directeur, Département de Biologie, Faculté des sciences, Université d'Ottawa, Carleton, Ottawa, K1N 6N5. Conformément aux exigences relatives à l'immigration au Canada, les candidats doivent être des citoyens canadiens et résidents permanents du Canada.

CARLETON UNIVERSITY. Biology Department. Carleton University Biology Department invites applications for a preliminary appointment (tenure-track) in Animal Behaviour and Ecology. Candidates should have a Ph.D. and a commitment to teaching undergraduates and training research students. The appointee is expected to develop a vigorous independent research program in animal behaviour/ecology to support the existing strong program in this area and to teach related courses. The successful candidate will be expected to contribute to the University's research program in animal behaviour and ecology. The position is subject to budgetary approval and open to both men and women. The appointee will be commensurate with experience. Applicants should send C.V. and names of three referees to: Dr. R.S. Smith, Director, Carleton University Biology Department, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is October 31st, 1986.

CARLETON UNIVERSITY. Biology Department. Tenure-Track Assistant Professor. Carleton University Biology Department invites applications for a preliminary appointment (tenure-track) in Animal Behaviour and Ecology. The position requires a commitment to teaching undergraduates and training research students. The appointee is expected to develop a vigorous independent research program in animal behaviour/ecology to support the existing strong program in this area and to teach related courses. The successful candidate will be expected to contribute to the University's research program in animal behaviour and ecology. The position is subject to budgetary approval and open to both men and women. The appointee will be commensurate with experience. Applicants should send C.V. and names of three referees to: Dr. R.S. Smith, Director, Carleton University Biology Department, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is October 31st, 1986.

BIOTECHNOLOGY. McMaster University. Cell Biologist/Pathologist/Immunologist - Mediator of a Bilingualist. McMaster University is seeking an Assistant Professor who will work in the areas of cell biology, immunology, and the chemistry and cell biology of chemical mediators of inflammation. The Faculty has a number of research groups working in complementary areas such as: mucosal immunology, inflammation of the gastrointestinal and respiratory tracts, and mechanisms of host defence. Start up funds are available. Individuals with experience in the biotechnology and/or cell biology of products of the arachidonic cascade end with at least 2 years postdoctoral experience should apply. Letters of motivation, curriculum vitae, and immigration Regulations. This advertisement is directed towards persons who are interested in teaching and a complete curriculum vitae and the names of at least three referees should be sent to: Dr. J. McNell, Associate Dean (Research), McMaster University, 1200 Main St. W., HSC-3N7, Hamilton, Ontario, L8N 3Z5.

BOTANY. McMaster University. Epithelial Cell Biologist. McMaster University is seeking an Assistant Professor who will develop a strong research program in the field of epithelial cell lines and their interactions with the surrounding environment. The Faculty has a number of multidisciplinary research groups working in complementary areas such as: mucosal immunology, inflammation of the gastrointestinal and respiratory tracts, and mechanisms of host defence. Start up funds are available. Individuals with experience in the biotechnology and/or cell biology of products of the arachidonic cascade end with at least 2 years postdoctoral experience should apply. Letters of motivation, curriculum vitae, and immigration Regulations. This advertisement is directed towards persons who are interested in teaching and a complete curriculum vitae and the names of at least two references to: Dr. J. McNell, Associate Dean (Research), McMaster University, 1200 Main St. W., HSC-3N7, Hamilton, Ontario, L8N 3Z5.

confer seedling development. Applicants must have a Ph.D. in development of seedling growth and an interest in the field of seedling development. Position available October 1, 1986 at an annual salary of \$22,000. Send curriculum vitae and references to: Dr. John N. Dwyer, Biology Department, University of Victoria, Victoria, British Columbia, V8W 2Y2.

BUSINESS. THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions in the areas of teaching and research in the following areas: Accounting, Information Systems, Finance, Marketing, and Management. Successful candidates will be required to have a Ph.D. and an equivalent relevant or candidate should be the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointment normally effective July 1st. Positions subject to availability of funding. Send resume and references to: Dr. R.S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. The University of Alberta is an equal opportunity employer.

BUSINESS ADMINISTRATION & COMMERCE. UNIVERSITY OF NEW BRUNSWICK. Administration. The University of New Brunswick, Fredericton, is seeking an Assistant Professor in the field of Business Administration. The successful candidate will be expected to teach and conduct research in the field of Business Administration. The position is subject to budgetary approval and open to both men and women. The appointee will be commensurate with experience. Applicants should send C.V. and names of three referees to: Dr. R.S. Smith, Director, Carleton University Biology Department, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is October 31st, 1986.

McMASTER UNIVERSITY. Faculty of Applied Sciences. Applications are invited for the following areas: (i) Accounting, (ii) Finance, (iii) International Business, (iv) Marketing, (v) Management, (vi) Operations, (vii) Systems, (viii) Business Administration. Successful candidates will be expected to teach and conduct research in the field of Business Administration. The position is subject to budgetary approval and open to both men and women. The appointee will be commensurate with experience. Applicants should send C.V. and names of three referees to: Dr. R.S. Smith, Director, Carleton University Biology Department, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is October 31st, 1986.

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ing programs of the McGill Faculty of Management. Salaries competitive with the private sector. Applications should be sent to: Dr. Morty Yalovsky, Acting Dean, Faculty of Management, McGill University, 3600 University St., West Montreal, Que., H3A 1E5. Effective date of appointment: July 1, 1987. Closing date for applications: October 31, 1986. In accordance with Canadian Immigration requirements, successful candidates must be Canadian citizens and permanent residents of Canada. Applications are invited for tenure-track positions in the following areas: Accounting, Information Systems, Finance, Marketing, and Management. Successful candidates will be required to have a Ph.D. and an equivalent relevant or candidate should be the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointment normally effective July 1st. Positions subject to availability of funding. Send resume and references to: Dr. R.S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. The University of Alberta is an equal opportunity employer.

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McMASTER UNIVERSITY. Faculty of Applied Sciences. Applications are invited for the following areas: (i) Accounting, (ii) Finance, (iii) International Business, (iv) Marketing, (v) Management, (vi) Operations, (vii) Systems, (viii) Business Administration. Successful candidates will be expected to teach and conduct research in the field of Business Administration. The position is subject to budgetary approval and open to both men and women. The appointee will be commensurate with experience. Applicants should send C.V. and names of three referees to: Dr. R.S. Smith, Director, Carleton University Biology Department, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is October 31st, 1986.

ture, criticism and theoretical literary Publications and university teaching experience are essential. Rank and Salary to be determined by the Academic Associate Professor scale (\$31,512 to \$41,512) on the basis of qualifications and experience. Appointment to take Effect: October 1, 1987. Applications should be sent to: Dr. John Flinay, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

WILFRID LAURIER UNIVERSITY. Department of Economics. Tenure track or limited term. Ph.D. preferably with some teaching experience and publications. Duties include teaching at the undergraduate level, supervising graduate students, and conducting research. Applications should be sent to: Dr. John Flinay, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

SCOTIA. Computer Science. Applications are invited for a tenure track faculty position in the Department of Computer Science of the Technical University of Ontario. The successful candidate will be expected to teach and conduct research in the field of Computer Science. The position is subject to budgetary approval and open to both men and women. The appointee will be commensurate with experience. Applicants should send C.V. and names of three referees to: Dr. R.S. Smith, Director, Carleton University Biology Department, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is October 31st, 1986.

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CLASSICS

McMASTER UNIVERSITY. Classics. The Department of Classics of McMaster University is seeking an Assistant Professor in the field of Classics. The position is subject to budgetary approval and open to both men and women. The appointee will be commensurate with experience. Applicants should send C.V. and names of three referees to: Dr. R.S. Smith, Director, Carleton University Biology Department, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is October 31st, 1986.

DRAMA

McMASTER UNIVERSITY. Drama. The Department of Drama of McMaster University is seeking an Assistant Professor in the field of Drama. The position is subject to budgetary approval and open to both men and women. The appointee will be commensurate with experience. Applicants should send C.V. and names of three referees to: Dr. R.S. Smith, Director, Carleton University Biology Department, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is October 31st, 1986.

We have just launched the second phase of the program, which will focus on industrial automation, computer-aided design, and computer-aided manufacturing. The successful applicant will be committed to research and teaching at both the graduate and undergraduate levels, and will be expected to develop along ties with local industries. Preference will be given to those who have had previous employment in Canada at the time of application. Applications from candidates not presently eligible for employment in Canada are welcomed but consideration of such candidates must be deferred until a Canadian search is complete. Positions are available in the following areas: authorization, to apply for a security clearance and the names of three references to Dr. Donald A. George, Director, School of Engineering Science, Simon Fraser University, Burnaby, B.C., V5A

NEW BRUNSWICK, The NEW BRUNSWICK Electric Power Commission has an opening in the Department of Chemical Engineering at the University of New Brunswick. We are seeking a person to fill this position commencing with the academic year 1986-1987. The successful candidate must have a B.Sc. degree in Chemical or Mechanical Engineering or equivalent is required, along with substantial experience in research or research and development in the field of chemical engineering. The successful candidates should be qualified to teach and be prepared to become registered as a Professional Engineer with the Engineers Association of New Brunswick. The successful candidate will be expected to establish a research program in the area of power plant engineering of importance to the short and mid-term electricity needs of the province. The successful candidate will be expected to supervise graduate degree candidates, teach undergraduate students in the areas of power plant engineering, and participate in interdisciplinary conceptual design projects. The successful candidate for the New Brunswick Electric Power Commission position will receive a competitive salary. The commission has research programs in the following areas: molecular sieves, metallurgical materials, corrosion, nuclear waste transfer, fluid mechanics and energy conservation. The Chemical and Nuclear Engineering Departments offer a program in Nuclear Engineering which includes a research program in the area of nuclear waste transfer. Canadian Implication requirements this appointment is directed to Canadians only. For consideration, please send your Curriculum Vitae, Present salary range, Associateship status, and references to the Personnel Office, New Brunswick Electric Power Commission, 4000 Fredericton, N.B., Canada.

UNIVERSITY OF TORONTO, Department of Electrical Engineering. The Department of Electrical Engineering at the University of Toronto invites applications to tenure-track faculty positions in the areas of power systems, power electronics, and power electronics systems. Two vacancies presently exist and others are anticipated within the next few years. The successful candidate will be expected to have a strong research interest in one of the above areas, a Ph.D. in Electrical Engineering, and a minimum of five years' postgraduate research experience in power electronics. Candidates having a strong background in power electronics and a Ph.D. in a related area of power engineering would also be seriously considered. The Department of Electrical Engineering at the University of Toronto is a leading research organization with a very active research presence in the areas of power engineering and there is an excellent opportunity for the successful candidate to work in a stimulating environment. Excellent laboratory and computing facilities are available. The successful candidate should have a doctoral degree, commensurate to research and will be expected to have a strong background in graduate levels. Considerable experience in the area of power electronics is considered an asset. Salary and benefits are commensurate with experience and depending upon qualifications. For consideration, please send a resume and a list of references to the Department of Electrical Engineering, Assistant or Associate Professor level, University of Toronto, 2789 Spadina Avenue, Toronto, Ontario, Canada. In accordance with Canadian employment law, this advertisement is not intended to discriminate on the basis of race, sex, or religion. The positions are subject to academic and budgetary approval.

CONCORDIA UNIVERSITY, CENTRE FOR BUILDING STUDIES. Construction Research Centre has an opening for a tenure-track position for an intermediate appointment. The Centre is seeking a Ph.D. graduate with a well-established and well-funded research program in the area of Building Engineering and Building Economics. Applications are sought from candidates with a strong background in the analysis and expertise in the area of energy conservation, environmental Engineering and Building Economics. Applicants should have a Ph.D. degree and a proven record of promise of excellence in teaching and an ability to conduct significant independent research. The successful candidate will be expected to seek external funding for research, to demonstrate leadership in the development of new areas and to develop fruitful contacts with other researchers. Salary and rank are negotiable depending on qualifications and experience. Send a curriculum vitae and three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 Avenue du Parc, Montreal, Quebec, Canada, H3G 1M8. Only persons with Canadian requirements, primarily Canadian born, and permanent residents of Canada.

CONCORDIA UNIVERSITY, Engineering
Concordia University, Department of Civil Engineering announces a tenured faculty position in the Transportation Engineering Program. The position involves training in some aspects of computer aided engineering as well as a strong background in Traffic Engineering. The position of Engineering Planning is required. The appointment will involve teaching and research in the areas of Transportation Systems and Computer Aided Engineering at the graduate level. The successful candidate will be responsible for related courses, and development and sponsored research. Appointment will be at the level of Associate Professor. The appointment at the Associate Professor level may be considered. Salary commensurate with experience and qualifications. Qualified and interested candidates should send a letter of application and curriculum vitae to the Department of Civil Engineering, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec H3G 1M6, by May 1, 1987.

THE UNIVERSITY OF MANITOBA, Engineering. Applications are invited for a tenure track position in the area of Solid Mechanics. The successful candidate will, commencing January 1, 1987 or on a mutually agreeable date. The successful candidate will be expected to teach undergraduate and graduate courses in the areas of Mechanics, and carry out research in the area of computer aided engineering and/or in the area of fracture mechanics. The successful applicant is required to have a Ph.D. in Mechanical Engineering with a minimum of two years of research and industrial experience. Salary and rank will be commensurate with the successful candidate's qualifications. Canadian citizens and women are encouraged to apply. In accordance with Canadian immigration regulations, this advertisement is restricted to direct Canadian citizens, permanent residents of Canada. Applications including the names of three referees should be sent to: The Director of Recruitment, Professor T. R. Hsu, Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, R6T 5S6.

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UNIVERSITY OF MANITOBA, Civil Engineering. The Department of Civil Engineering at the University of Manitoba invites applications for a faculty position in the area of Structural Engineering. The position is a three year term position at the rank of Associate Professor and will begin September 1987. The position will involve undergraduate and graduate teaching as well as research. Both a Sc. and Ph.D. in Civil Engineering are required. The position requires a strong research background, proven teaching ability and a strong interest in design. Men and women are encouraged to apply. Priority will be given to Canadian citizens and permanent residents. Please send complete resume and names of at least three referees to: Dr. H. Cohen, Dept. of Civil Engineering, University of Manitoba, Winnipeg, MB R6T 2N6. Application deadline: December 15, 1986.

UNIVERSITY OF SASKATCHEWAN, Department of Chemical Engineering. We invite applications for a tenure position in the Department. Evidence of high potential for excellence in teaching and research will be required. A graduate degree in chemical engineering with a minimum of 3 years of professional experience is a consideration. A variety of primary research specializations may be appropriate. A strong interest in chemical reaction engineering with process control is a desirable specialty. Salary and rank will be commensurate with qualifications. In accordance with the immigration regulations, this position is open to all persons, but is restricted to Canadian citizens and permanent residents. Candidates of either sex may apply. To apply, Applications should be received at the Department by November 15, 1984. For consideration, Applicants should submit a curriculum vitae, a summary of research interests and the names, addresses and telephone numbers of at least three referees to: Dr. H.A. Becker, Department of Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

McMASTER UNIVERSITY. Department of Chemical Engineering. Applications are invited for a tenure-track position as Associate Professor in the Department of

Chemical Engineering, McMaster University, candidates should have a Ph.D. degree in Chemical Engineering or a related field, and have demonstrated technical experience in polymer science or analytical chemistry. Preference will be given to academic polymer research experience plus significant interaction with industry. Candidates must also have demonstrated leadership skills and be responsible for the teaching of undergraduate courses in chemical engineering. The successful candidate will be in polymer science and engineering. The research facilities of the McMaster Institute for Polymer Research are available for polymer research. Applications should be sent to: Dr. J. E. McGrath, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7. The position will be filled as soon as possible but no later than September 1, 1990. Applications from Canadian immigrants (requirements, the advertisement is directed to Canadians and permanent residents of Canada.

Academic Research Associate position available immediately at McGill University, Montreal. One temporary full time position for one year to work on semiconductor thin film preparation, photovoltaic devices fabrication and characterization. Requirements: Ph.D. in Electrical Engineering or Applied Physics. Experience on compound materials preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent resident aliens. Send resumes to: Dr. G. Shih, Electrical Engineering Department, McGill University, 3480 University St., Montreal, P.Q. H3A 2A7, Canada.

UNIVERSITY OF SASKATCHEWAN.
Department of Mechanical Engineering. Engineering and Applied Sciences Division. The following position in the area of Thermal Sciences is available for a full-time, permanent level 11 position. The successful candidate will be responsible for the following: 1. Apply research experience in one or more of the following areas: fluid mechanics, heat transfer, fluid mechanics, heat transfer, experimental techniques in fluid-thermal systems, numerical simulation, materials, finite difference, finite element and finite volume methods, HVAC design and analysis, building energy system analysis and design, industrial energy audits, and energy conservation of industrial assets. Duties will include undergraduate and graduate teaching, course development, research, and professional development in consultation with the Department, and participation in Departmental and University activities. The successful candidate will be expected to do research work. In accordance with Canadian Immigration Regulations, the successful candidate must be directly related to the position and permanent residents. Applicants should send a letter of interest with letter and the names of three references to: Professor R.W. Beaman, Head, Department of Mechanical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

THE UNIVERSITY OF OTTAWA
Department of Electrical Engineering. Applications are invited for faculty positions beginning September 1, 1986 or January 1, 1987. The candidate should have interests in one or more of the following areas: Integrated Circuits (VLSI), Computer Engineering, Communications including Computer Communications and Digital Signal Processing, Systems, Control and Robotics. A strong interest in undergraduate as well as graduate teaching and research is mandatory. Excellent opportunities exist for sponsored research and industrial contacts. The graduate program in Electrical Engineering is fully accredited with the Engineering Council of Canada. For information, contact:

University of Ottawa. The successful candidate will win the Ottawa-Carleton Institute of Electrical Engineering. The names and addresses of three referees are requested as well as a complete resume. The University of Ottawa being a bilingual institution, a working knowledge of the French language is an asset. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications to be made to: Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

de génie électrique. Possède de profuses connaissances en matière de l'expérience professionnelle et académique en un ou plusieurs des domaines suivants: Intelligence artificielle, systèmes d'information (VLSI), génie des ordinateurs, systèmes de communication, y compris les communications par satellite, traitement du signal, traitement numérique des signaux, les systèmes de commande et de contrôle. Le candidat devra être titulaire d'un baccalauréat ou l'équivalent au niveau du baccalauréat et être résident au Canada.

Les possibilités de soutien financier à la recherche et de contact avec l'entreprise privée sont nombreuses. Pour plus de renseignements, veuillez vous adresser au programme d'études supérieures en génie électrique, Université d'Ottawa, Université d'Ottawa-Carleton, formant l'Institut d'Ottawa-Carleton en Génie Électrique. Les candidats doivent satisfaire aux exigences de curriculum vitae et les noms et les adresses des références. Une lettre de recommandation est recommandée. Les candidats, en étant une institution bilingue, la capacité de communiquer en français est requise. Conformément aux lois de l'Immigration, les candidats doivent être citoyens canadiens et aux immigrants permanents du Canada. Les candidats doivent faire parvenir leur dossier de candidature à: Université de génie électrique, Université d'Ottawa,

ENGLISH

UNIVERSITY OF WINDSOR. English. The Department of English at the University of Windsor invites applications for a full-time, permanent position.

rank of assistant professor, commences on 1 July 1987. Our needs are for a medievalist and historian of the Canadian West, and are enhanced by some expertise in one of the following: 16th century L'Anse-au-Loup, 19th century Canadian Literary Criticism, Teaching responsibilities include both introductory and advanced courses. The successful candidate has completed a Ph.D., and should have a minimum of 12 years of teaching experience. In accordance with Canadian immigration requirements, this position is open to persons of any race, ethnicity, or first language. Preference will be given to Canadian citizens and permanent residents. The University of Victoria offers a competitive salary and employment for qualified female and male candidates. Application will be accepted on a rolling basis. Applications from qualified candidates are invited. Application deadline is 15 November 1986. Three letters of reference should be sent to: Dr. S. Stollman, Head, Department of English, University of Victoria, Box 1800, St. As. Windsor, Ontario, N9B 3P4. UNIVERSITY OF VICTORIA, Department of English, 1986-87. To approve, the Department of English in writing to appoint two Assistant Professors to the Department of English effective 1 July 1987. Applications are invited from qualified candidates in all fields. The salary will depend on qualifications and experience. Candidates should send a cover letter, curriculum vitae, and three letters of reference to: Thomas R. Cleary, Chairman, Department of English, University of Victoria, Box 1800, St. As. Windsor, Ontario, N9B 3P4. The deadline for applications is 1 December 1986. Canadian immigration regulations require that applications from Canadian citizens and permanent residents of other countries be processed by the Immigration Department from other persons. The University of Victoria offers equal opportunities for qualified male and female candidates. MCGILL UNIVERSITY, English. The Department of English is seeking applications for a tenure track Assistant Professor position to be titled "Theatre and the Canadian West." The successful candidate will teach theatre aesthetics and dramatic history, theatre history. Ability to teach acting and dramatic writing, and to direct plays in Drama, or Theatre, and demonstrated scholarly accomplishment in the field are required. The University of Victoria offers a competitive salary and employment in accordance with Canadian immigration requirements. This advertisement is open to persons of any race, ethnicity, or first language. Preference will be given to Canadian citizens and permanent residents of other countries. Applications from qualified candidates are invited. Three letters of recommendation should be sent to: Professor David Williams, Chairman, Department of English, University of Victoria, Box 1800, St. As. Windsor, Ontario, N9B 3P4. Telephone: (506) 333-3333. Telex: 333333. Teletype: 333333. Fax: 333333. Post Office Box 1800, St. As. Windsor, Ontario, N9B 3P4.

MCGILL UNIVERSITY, English. The Department of English, McGill University, seeks applications for a tenure track position at the Assistant or Associate Professor level to be filled September 1987. Principal teaching responsibilities include English and/or television history/literature and/or competence in related areas of cultural and communications studies is desirable. Candidates should have a Ph.D. and a significant publication record. In accordance with Canadian immigration requirements, this advertisement is directed to the first line of candidates to Canadian citizens and permanent residents of Canada. Application, with three letters of recommendation should be sent to: Dr. J. H. Williams, Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: November 1, 1986.

**ASSOCIATE PROFESSOR, PALMERSTON
DORSET, NEW ZEALAND. Lectureships**
English. Applicants are invited from persons with post-graduate qualifications in one or more of the following: English literature; English language; the history of English; and English teaching. Applicants should be able to participate in both formal and extramural teaching and to engage in research and/or other activities within the Department. Commencing salary: \$30,500 - \$35,000 p.a. Further details of this position and Conditions of Appointment are available from the undersigned with whom applications close 24th October 1986. B.R.H. Monks,
Registrar

UNIVERSITY OF TORONTO, Faculty of Arts, Department of English, Up to three full-time, non-graduate teaching positions, at the Assistant or Associate Professor or levels, in the following fields: 1. Renaissance non-dramatic literature; 2. Shakespeare; 3. English literature from the sixteenth to the eighteenth century; 4. Twentieth Century British literature. Applications to begin July 1, 1987. The successful candidate will be expected to teach in the Undergraduate programme and, in the case of tenurable appointments, also (either immediately or after a probationary period) in the Graduate programme in English. All appointments are subject to budgetary approval. Qualifications: completed Ph.D. (or equivalent) and a minimum of 3 years' experience appropriate to qualifications. Applications, with the names of three referees, should be sent to Prof. Frank J. Slaughter, Department of English, University of Toronto, 270 Spadina Ave., University of Toronto, Ontario, M5S 1A5. Applications deadline: November 1, 1986. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.

FOOD SCIENCE

UNIVERSITY OF SASKATCHEWAN. Assistant Professor in Food Chemistry. Applications are invited for a tenure track position available on February 1, 1987 (subject to budgetary approval). A Ph.D. in Food Science is required with specialization in food chemistry. Outlets will include undergraduate and graduate teaching in food chemistry and food analysis, research, and extension.

collaborative research, both within the University and with personnel in local government laboratories and industrial concerns are excellent. Salary range is \$1985-96,000.50-55.00 per year. Applications, including a curriculum vitae, statement of research interests, reprints of key publications, and the names and addresses of three referees, should be sent to Dr. G. A. Jones, Head, Department of Applied Microbiology and Food Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Applications will be received until November 15, 1985. Successful candidates will be in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents.

GEOPHYSICS

GEOGRAPHY

THE UNIVERSITY OF ALBERTA, Department of Geography, Biogeography, or Climatologist. Applicants are sought for one tenure-track position in Biogeography. The successful candidate will hold a Ph.D. and be qualified for the Assistant Professor level beginning in 1987. The Ph.D. completed or in final stages required. The applicant is expected to teach undergraduate and graduate courses in biogeography and/or climatology. A strong research, teaching and publication record in one of these areas is required. The successful candidate is expected to contribute to the graduate and research activities of the department. Salary and appointments will resume, transcripts and nominations with resume, three references to: Dr. John Hodgson, Chairman, Department of Geography, University of Alberta, Edmonton, Alberta, T6G 2H4. Closing Date: October 31, 1986. The University of Alberta is an equal opportunity employer but, in accord

GEOLOGY

UNIVERSITY OF TORONTO. Geology and Geophysics. A search is announced for a full-time position for two tenure or quasi-tenure stream assistant professors to begin July 1987, subject to budgetary approval. One will be based in the Department of Geology, the other in the Geophysics group in the Department of Physics. Excellent salary and benefits. Candidates in any subfield will be considered, but the following areas are of highest priority: In Geology the successful candidate will have expertise in one or more of the following: sedimentary geology, tectonics, crustal metamorphism, geotectonics, crustal modelling, physics of geological processes, structural petrology. Enquiries and applications, with a resume and names of at least three

of Toronto, Ontario, Canada to the Chair in Earth Department, University of Toronto, Toronto, Ontario, M5S 1A1. In Geophysics the successful candidate should have a Ph.D. in geophysics or physics and a minimum of 3 years' experience in the field of earth. Applicants should submit a resume and names of at least three referees. All applications should be directed to the Chairperson, Department of Earth Sciences, University of Toronto, Toronto, Ontario, M5S 1A1. Applicants will be expected to lead a research group, to teach and contribute to graduate and undergraduate teaching. Salary commensurate with qualifications and experience. Applications from women and minorities are particularly encouraged, however, in accordance with Canadian Immigration Regulations, advertisement is directed only to Canadian citizens or permanent residents, after which others may be considered. Closing date for applications is 15 November 1993.

UNIVERSITY OF TORONTO, ERINDALE CAMPUS. Department of Geology. The Department is seeking individuals for studies in one or more of the following disciplines: tectonics, stratigraphy, sedimentology, paleogeography, fossils, sedimentation and diagenesis. Candidates should have an ability to carry out a vigorous research program and good teaching potential. This will be a one-year appointment in the position of the Assistant Professor level at the Erindale Campus, University of Toronto, located in Mississauga, Ontario. The salary for this level is \$27,000 (1985-86). In accordance with Canadian immigration we are interested in individuals who are open to Canadian citizens and permanent residents, either of which other applicants may consider. For consideration, please send resume and the names and addresses of three references to: Regional Geologist Search Committee, Department of Geology, University of Toronto, 257 Spadina Avenue, Room 1A1, by September 30, 1985. The University of Toronto encourages both

HEALTH STUDIES

UNIVERSITY OF WATERLOO/McMASTER UNIVERSITY. Ontario Project for Smoking Cessation Research (OSCR). The Project is a Phase I, randomized, controlled, double-blind, parallel, crossover trial for heavy smokers, conducted by the University of Waterloo and McMaster University (OSCR). The Project is a continuation of previous research funded by the US National Cancer Institute to design and conduct community-based research to recruit, retain and aid heavy smokers to achieve and maintain long-term smoking cessation. The Project would be based at the University of Waterloo and would provide overall direction to the trial and the investigators. Reporting to the Principal Investigator, the Project would coordinate investigators, the incumbent would ensure adequate scientific input to all in the project, present the project at a website, media, school, and community organization channels, provide training to investigators, and ensure that all protocols, ensure quality control of trial.

Dual qualifications: A doctoral degree and postdoctoral experience in a relevant discipline (e.g., epidemiology, public health); demonstrated capability in the management of large, complex projects; and research, evaluations, and program evaluation. Anticipated Conflict Dates: October 1, 1986 to September 30, 1993 (pending funding). Anticipated Starting Salary: \$31,833.39/76 per annum, plus full benefits. In accordance with Canadian immigration regulations, the successful candidate will be directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, should be sent to J. Allan Best, Ph.D., Professor, Department of Health, Behavior, and Society, Waterloo Smoking Projects, University of Waterloo, Waterloo, Ontario, N2L 3G1.

HISTORY

YORK UNIVERSITY, Department of History, The Department of History, Faculty of Arts, York University, invites applications for a tenure stream appointment in the Department of History. The position includes some administrative work in a programme of research on Modern East Africa. The successful candidate will be required to publish refereed Publications as desired. Salary depends on qualifications and experience. Application, including a curriculum vitae and the names of three referees, should be sent to: Professor R. Hoffman, Acting Chairman, Department of History, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. The closing date for applications is no later than October 15, 1986. In accordance with Canadian immigration law, applications will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTAWA : Histoire. Le département d'histoire de l'Université d'Ottawa a ouvert un poste de professeur à temps plein, conduisant à la permanence, un rang d'adjoint ou d'agréé. Spécialité : l'histoire du Canada du 19^e au 20^e siècle. Exigences : Enseignement en français; appelé à diriger des étudiants de maîtrise et de doctorat. Conditions de préférence : Des supérieures. Bling des demandes: le 31 décembre 1986. Entrée en fonction: le 1^{er} juillet 1987. Pour plus de renseignements, veuillez écrire à deux lettres de recommandations au: Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, 45 Jean Jacques, Ottawa, K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, cet emploi est réservé aux citoyens canadiens ou aux résidents permanents.

HISTORY OF ART

UNIVERSITY OF TORONTO, Department of Fine Arts/Greek/Latin Department of History & Art. Applications are invited for full-time research appointment at the rank of Assistant Professor. The position will begin July 1, 1987 (minimum salary of this rank for 1986-87 was Canadian \$27,000), equivalent to Major Professorial Rank. Successful candidates must have a Ph.D., must be fluent in Greek and Latin, and must have had significant experience in teaching in Greek and Roman art ca. 300 B.C.-A.D. 400 (with particular reference to the Hellenistic and Roman periods). An interest in Etruscan and early Italian art would be useful. University level teaching experience and a record of scholarly publications are essential. All career status enquiries are sought. Applicants should submit by December 31, 1986 a curriculum vitae and samples of scholarly work. At least three letters of recommendation directed to Professor R.P. Welsh, Director, Department of Fine Arts/Helios Hall, University of Toronto, 270 Spadina, M5S 1A5. The University of Toronto encourages both men and women to apply.

UNIVERSITY OF TORONTO, Department of Fine Arts/Graduate Department of History of Art. Applications are invited for a full-time Assistant Professor of Art History. An Assistant Professor to command a new J. 1, 1987 (minimum salary at this rank for 1985-86 was Canadian \$27,000), substantial research and teaching responsibilities are required. Major area of specialization should include Fall will his Renaissance through the 19th century art in Northern Europe. University level teaching and research in the area of scholarly publication appropriate to career status will be sought. Applications should be sent by October 15, 1986 to curriculum vitae, a list of references, a statement of scholarly work and should arrange to attend at least three letters of recommendation. Please send all correspondence to the Chair, Department of Art History, R. P. Wilson, Chairman, Department of Art History, University of Toronto, Toronto, Ontario, Canada, M5S 1A1 in accordance with the University of Toronto's policy on advertisement is directed to Canada's citizens and permanent residents. The University of Toronto encourages both

HORTICULTURAL SCIENCE

UNIVERSITY OF GUELPH. Department of Horticultural Science, The Department of Horticultural Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. SERC University Research Fellowship Plant Biotechnology. It is the intention to develop a tenure-track position in plant biotechnology in the Department. Preference will be given to a candidate with experience in isolating and characterizing plant genes and in transforming plant cells. The successful applicant will be expected to develop and lead an independent research program involving one or more horticultural crops and to interact with members of the tissue culture breeding program ongoing in the Department. A curriculum vitae and three references of three referees and a statement of interest should be sent to Dr. J. T. A. Proctor, Chairman, Department of Horticultural Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Prospective candidates should enclose

SOCIOLOGY
UNIVERSITY OF WESTERN ONTARIO. Department of Sociology. Applications are invited for one tenured or tenure-track position in demography, subject to final budgetary approval. Research specialties in demography are open; preference given to formal or technical demography. Ph.D. or equivalent required. Rank and salary are open. Appointment to commence on July 1, 1987. Letters of application, including a curriculum vitae, and the names and addresses of three referees, to be sent by

The chair, recruitment committee, Department of Sociology, The University of Western Ontario, 100 University Ave., N6A 3K7. The deadline for applications is December 31, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

MCCILL UNIVERSITY, Sociology. Applications are invited for a tenure track appointment of the assistant professor level beginning September 1986 (subject to budgetary approval). Candidates should be able to teach either criminal or medical sociology or both. Priority preference to those who can also teach either qualitative or quantitative methods and whose Ph.D. is completed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested parties should write to Professor Michael Smith, Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing curriculum vitae, copies of 2 or 3 papers, and should arrange for 3 referees to write full time letters. Those with no previous full time teaching experience should send a copy of their graduate school transcript.

CARLETON UNIVERSITY, Department of Sociology & Anthropology. Subject to budgetary considerations, applications are invited for a preliminary tenure-track position at the Assistant Professor level in the area of Criminal Sociology and Criminal Justice. Candidates should be eligible for the Canadian criminal justice system and have completed the supervision of an undergraduate research project and a master's thesis. Completed Ph.D., teaching experience and publications will be given preference. Curriculum vitae, names of three referees, copies of publications and/or reports of research in progress should be sent to Professor John Harp, Chairman, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6. Salary is commensurate with rank and experience. Effective date of employment is January 1, 1987. The deadline, November 1, 1986, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both women and men.

SOIL MANAGEMENT

UNIVERSITY OF GUELPH, Research Fellowship in Soil Management. Applications for nomination for an NSERC University Research Fellowship are invited from candidates having completed a Ph.D. degree related to the management of soils for the production and management of forage or horticultural crops. The Research Fellow will assist in the technical background and the interpersonal skills necessary for effective participation in an interdisciplinary research program in forage production and management. The Research Fellow would be expected to develop a research program related to the management of soils for the production of forage crops. The candidate would also be expected to contribute to research directed to the use of forage crops to improve the structure of soils used in the intensive production of field and horticultural crops. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be received until September 30, 1986 by Dr. B. J. Key, Chairman, Department of Land Resource Science, University of Guelph, Guelph, Ontario, N1G 2W1.

SPANISH

UNIVERSITY OF OTTAWA, Modern Languages and Literatures, Spanish. Assistant professor of Spanish in the Department of Literature, to teach at both the undergraduate and graduate levels. Tenure-track appointment commencing July 1, 1987. Preference will be given to specialists in Spanish poetry between the Golden Age and the 19th century, but specialists in other areas of peninsular literature will also be considered. Candidates should have a Ph.D. in classics, teaching experience and native or near-native fluency in Spanish. Since the University of Ottawa is a bilingual institution, preference will be given to candidates with a strong command of both English and French. Additional assets will be an ability to teach Spanish translation and a strong record in language teaching. The candidate will also be expected to share in the administrative duties in the Department. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline: December 1st, 1986. Please send Curriculum Vitae together with names of three referees to: The Chairman, Department of Modern Languages and Literatures, University of Ottawa, 550 Cumberland, Ottawa, Ont., K1N 6N5.

SURGERY

UNIVERSITY OF TORONTO, WELLESLEY HOSPITAL, Vascular Surgery. The Division of Vascular Surgery at the Wellesley Hospital has an opening for a clinical vascular surgeon. The appointment will be full-time, will carry a University salary, and the successful applicant will be expected to contribute to clinical teaching and research in addition to his clinical activities. The Division of Vascular Surgery at the Wellesley Hospital is a fully accredited teaching hospital of the University of Toronto with 565 active beds and a full range of medical and surgical services. Applications should be sent by October

31, 1986 to: Dr. John Provan, Surgeon-in-Chief, Division of Vascular Surgery, Wellesley Hospital, 3400 Finch Avenue East, Unit 100, Scarborough, Ontario, M1S 4T8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH, Ontario VETERINARY COLLEGE, Department of Biomedical Sciences. The Department of Biomedical Sciences is seeking applications for a tenure track position. Applications are invited for a probationary (tenure-track) Assistant or Associate Professorship in Gross Anatomy and Histology available September 1, 1986. Teaching responsibilities will be in the Graduate and Undergraduate programs of the department which include responsibilities to students in the DVM and BSc programs. The successful candidate is expected to conduct an independent research program associated with food-producing animals. Applicants must have a Ph.D. (or equivalent). A DVM degree would be desirable. The salary is negotiable and subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested parties should write to Professor Michael Smith, Chair, Appointments Committee, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, enclosing curriculum vitae, copies of 2 or 3 papers, and should arrange for 3 referees to write full time letters. Those with no previous full time teaching experience should send a copy of their graduate school transcript.

UNIVERSITY OF GUELPH, Ontario VETERINARY COLLEGE, Department of Biomedical Sciences. Neurophysiology. Applications are invited for a probationary (tenure-track) Assistant or Associate Professorship in Neurophysiology available September 1, 1986. Teaching responsibilities will be in the Graduate and Undergraduate programs of the department which include responsibilities to students in the DVM and BSc programs. The successful candidate is expected to conduct an independent research program associated with food-producing animals. Applicants must have a Ph.D. (or equivalent). A DVM degree would be desirable. The salary is negotiable and subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested parties should write to Professor Michael Smith, Chair, Appointments Committee, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, enclosing curriculum vitae, copies of 2 or 3 papers, and should arrange for 3 referees to write full time letters. Those with no previous full time teaching experience should send a copy of their graduate school transcript.

UNIVERSITY OF GUELPH, Ontario VETERINARY COLLEGE, Department of Biomedical Sciences. Embryology/Developmental Anatomy. Applications are invited for a probationary (tenure-track) Assistant or Associate Professorship in Embryology/Developmental Anatomy available January 1, 1987. Major teaching responsibilities will be in the DVM program with lesser duties in Histology. The successful candidate will be expected to conduct an independent research in an aspect of early development applicable to food-producing animals. Participation in graduate education will also be expected. The applicant must have a Ph.D. (or equivalent). A DVM degree with a license or interest in an applied area of veterinary medicine would be desirable. The salary is negotiable and subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three referees should be directed to the Chairman, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, closing date September 15, 1986 or until filled.

UNIVERSITY OF GUELPH, Ontario VETERINARY COLLEGE, Department of Biomedical Sciences. Veterinary Toxicology. Applications are invited for a probationary (tenure-track) Assistant or Associate Professorship in Animal Toxicology available September 1, 1986. Major teaching responsibilities will be in the Graduate and Undergraduate programs of the department which include responsibilities to students in the DVM and BSc programs with lesser duties in aspects of pharmacology. The successful candidate will be expected to conduct independent research in toxicology in relation to health of food-producing animals. Participation in graduate education in animal toxicology will be expected. Applicants must have a Ph.D. (or equivalent). A DVM degree with a license or interest in an applied area of veterinary medicine will be sought. The salary is negotiable and subject to final budgetary approval. Applications with curriculum vitae and names of three referees should be directed to the Chairman, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, closing date September 30, 1986 or until filled.

UNIVERSITY OF GUELPH, Ontario VETERINARY COLLEGE, Department of Clinical Studies. The Department of Clinical Studies, Ontario Veterinary College, University of Guelph is seeking applications for a position in Large Animal Surgery. The duties and responsibilities include clinical instruction in the Veterinary Teaching Hospital and participation in the various DVM and post-graduate programs of the Department. Time and resources are available for clinical investigations and research projects. Qualifications include the DVM or equivalent degree together with post-DVM training in Board Certification or eligibility levels, a research degree or experience and demonstrated teaching and communication skills. This is a tenure-track position commensurate with experience and is subject to final budgetary approval. The closing date for applications is October

31, 1986 or until qualified candidates are identified. Applications, inquiries and curriculum vitae, together with three letters of reference, should be directed to Dr. P. J. Pascoe, Acting Chairman, Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1. Tel: (519) 823-8800, extension 2222.

UNIVERSITY OF GUELPH, Ontario VETERINARY COLLEGE, Department of Clinical Studies. The Department of Clinical Studies, Ontario Veterinary College,

University of Guelph is seeking applications for a position in Large Animal Medicine. The duties and responsibilities include clinical instruction in the Veterinary Teaching Hospital and participation in the various DVM and post-graduate programs of the Department. Time and resources are available for clinical investigations and research projects. Qualifications include the DVM or equivalent degree together with post-DVM training in Board Certification or eligibility levels, a research degree or experience and demonstrated teaching and communication skills. This is a tenure-track position commensurate with experience and is subject to final budgetary approval. The closing date for applications is October

31, 1986 or until qualified candidates are identified. Applications, inquiries and curriculum vitae, together with three letters of reference, should be directed to Dr. P. J. Pascoe, Acting Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1. Tel: (519) 823-8800, extension 2222.

University of Guelph, Guelph, Ontario, N1G 2W1. Tel: (519) 823-8800, extension 2222. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

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The Ontario Cancer Treatment and Research Foundation invites applications for the position of Director of the London Regional Cancer Centre associated with the University of Western Ontario and Victoria Hospital Corporation, London, Ontario, Canada. The Centre currently sees 2,700 new cancer cases per year. The program will provide for consultation with all oncologic subspecialties with facilities for the administration of radiotherapy and chemotherapy, research and teaching.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The post is available prior to July 1, 1987. Salary is open to negotiation.

Applications with curriculum vitae and a list of three referees should be forwarded to:

Dr. J. W. Meakin,
Executive Director, The Ontario
Cancer Treatment and Research
Foundation, 7 Overlea Boulevard,
Toronto, Ontario,
Canada, M4H 1A8
(416) 423-4240



Principal of Glendon College/Principal du Collège Glendon

Applications and nominations are invited for the position of Principal of Glendon College.

Glendon College is a liberal arts faculty of York University with a Canadian Studies orientation. It has approximately 1850 students, 125 faculty, and 78 support staff. The College aims to provide the opportunity to appreciate the Canadian cultures and requires students to study in the two official languages of Canada. About 20 percent of the students at the college have French as their mother tongue.

The Principal is expected to provide intellectual and administrative leadership in the College, to represent the College in the councils of the University, and to promote Glendon's relations with the community. Candidates should have recognized academic qualifications and administrative experience, and should be fluent in English and French.

The appointment is for five years, beginning July 1, 1987, and will be made by the Board of Governors on the recommendation of the President.

York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

Applications and nominations should be submitted by November 1, 1986 to:

Brenda R. Hanning, Secretary
Search Committee for Glendon Principal
York University
North York, Ontario,
Canada M3J 1P3

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY DEAN OF HUMANITIES

The Board of Trustees of Brock University invites applications and nominations for the position of Dean, Division of Humanities, effective July 1, 1987. The Division of Humanities includes the following departments and programs: Canadian and European Community Studies, Canadian Studies, Classics, History, Fine Arts, Germanic and Slavic Studies, Philosophy, Romance Studies and Teaching English as a Second Language. Bachelor's and Master's degrees are offered.

Beyond normal administrative duties, the principal responsibility of the Dean lies in the provision of academic leadership and, in particular, the Dean will be responsible for the maintenance of high levels of scholarly and instructional activity within the Division. Deans are normally full-time members of one of the divisional departments and are expected to be active in the instructional and research programs of that department. The Dean of Humanities is also responsible for the Brock Centre for the Arts in Education. The Dean should have a significant record of academic achievement, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

THE UNIVERSITY

Founded in 1864, Brock University is located on a 500 acre tract in south St. Catharines and lies atop the Niagara escarpment. The academic program of the University was developed on the premise that small group learning is the key to a sound academic system. The academic community is informal and close.

The University consists of the Divisions of Humanities, Mathematics and Science, and Social Science, the College of Education, the School of Physical Education and Recreation and School of Administrative Studies. Candidates should submit a letter of application together with an up-to-date curriculum vitae and the names of three referees to:

Mr. P. Beard
Secretary, Advisory Committee
Dean of Humanities
Brock University
St. Catharines, Ontario, Canada L2S 3A1

The closing date for receipt of applications is October 1, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Toronto, Canada

L'Université sollicite des candidatures pour le poste de principal du Collège Glendon.

Le Collège Glendon est une faculté des sciences humaines de l'Université York dont les programmes sont orientés vers les études canadiennes. Il comprend environ 1850 étudiants, 125 professeurs et 78 employés de soutien. Le Collège prépare les étudiants à mieux connaître et apprécier les cultures canadiennes et leur procure une solide connaissance des deux langues officielles du Canada. Environ 20 pour cent des étudiants du Collège sont de langue maternelle française.

Le principal est chargé de diriger le Collège du point de vue académique et administratif, de représenter le Collège dans les conseils de l'Université et de promouvoir les relations publiques entre le Collège et la communauté. Les candidats devront détenir des diplômes universitaires, parler l'anglais et le français et posséder une bonne expérience de l'administration.

La durée du mandat est de cinq ans, à partir du 1er juillet 1987. C'est le Conseil des gouverneurs qui, sur la recommandation du président, nomme le candidat choisi.

Selon la politique d'équité en matière d'emploi appliquée par l'Université York, ce poste est ouvert à toutes les personnes qualifiées, femmes ou hommes.

Les candidatures et le nom des personnes proposées doivent être envoyés, avant le 1er novembre 1986, à:

Brenda R. Hanning
Secrétaire du comité consultatif
Université York
North York, Ontario,
Canada M3J 1P3

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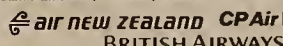
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